

**FIRST AMENDMENT TO THE BASIC LABOR AGREEMENT
BETWEEN
THE CITY OF HARRISBURG
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,
LOCAL UNION NO. 428**

This First Amendment to the Basic Labor Agreement between the City of Harrisburg and International Association of Fire Fighters ("IAFF"), Local Union No. 428, 2 is made this 23rd day of December, 2009.

WHEREAS, an Act 111 Interest Arbitration Award ("March 14, 2008 Award") was issued regarding the Basic Labor Agreement between the City of Harrisburg and IAFF Local Union No. 428 on March 14, 2008; and

WHEREAS, the March 14, 2008 Award was effective for a term commencing on January 1, 2006 and ending on December 31, 2012; and

WHEREAS, the parties, by this Amendment, mutually agree to extend the term of the Basic Labor Agreement in accordance with the terms of the March 14, 2008 Award for a period of four (4) years ending on December 31, 2016; and

WHEREAS, the parties, by this Amendment, mutually agree to provide Compensation for Economic Fringe Benefits for the extended term of the Basic Labor Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained in the Basic Labor Agreement, the March 14, 2008 Award and this Amendment, the parties hereto, intending to be legally bound, hereby agree to the following:

SECTION 1. Article 43 of the Basic Labor Agreement is hereby amended to read as follows:

ARTICLE 43
Term of Agreement

"The term of this Agreement shall begin on January 1, 2006, and shall end on December 31, 2016."

SECTION 2. Article 5, Section 2 of the Basic Labor Agreement is hereby amended to read as follows (additions indicated by Underlining):

"Salaries for the established work period, averaging forty-two (42) hours per week, will be effective January 1, 2006 through December 31, 2016, and will be paid bi-weekly. Compensation on base salary shall be as follows:

Effective January 1, 2006, the base salary shall be increased by 1%
Effective January 1, 2007, the base salary shall be increased by 2%
Effective January 1, 2008, the base salary shall be increased by 3%
Effective January 1, 2009, the base salary shall be increased by 3%
Effective January 1, 2010, the base salary shall be increased by 4%
Effective January 1, 2011, the base salary shall be increased by 2%
Effective July 1, 2011, the base salary shall be increased by 2%
Effective January 1, 2012, the base salary shall be increased by 4%
Effective January 1, 2013, the base salary shall be increased by 3%
Effective January 1, 2014, the base salary shall be increased by 3%
Effective January 1, 2015, the base salary shall be increased by 3%
Effective January 1, 2016, the base salary shall be increased by 3%

Beginning January 1, 1996, the definition of base salary will be base, plus incentive, plus rank differential."

SECTION 3. This First Amendment to the Basic Labor Agreement is limited as specified in Sections 1 and 2, and shall not constitute a modification, acceptance or waiver of any other provision of the Basic Labor Agreement or the March 14, 2008 Award.

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[Signatures on the following page]

FOR THE
CITY OF HARRISBURG:


STEPHEN R. REED,
MAYOR

12-23-09
DATE


FOR THE
IAFF LOCAL UNION NO. 428:


ERIC L. JENKINS,
PRESIDENT, IAFF LOCAL 428

12/23/09
DATE


JAMES J. MCCARTHY,
CONTROLLER

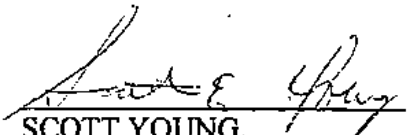
12-23-09
DATE


BRUCE HENRY, JR.
VICE PRESIDENT, IAFF LOCAL 428

12/23/09
DATE


PHILIP J. HARPER, ESQ.,
CITY SOLICITOR

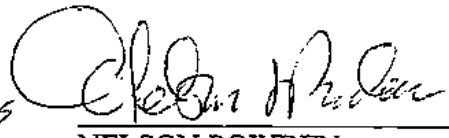
12/23/2009
DATE


SCOTT YOUNG,
VICE PRESIDENT, IAFF LOCAL 428

12/23/09
DATE


ROBERT F. KROBOTH,
BUSINESS ADMINISTRATOR

12/23/09
DATE


NELSON POWDEN,
TREASURER, IAFF LOCAL 428

12-23-09
DATE

January 1, 2013 Salary Scales

Based on 3% increase from January 1, 2012 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 53,001.63			\$ 53,001.63	\$ 25.4816
FF2	0-3	\$ 53,001.63			\$ 53,001.63	\$ 25.4816
D/O	0-3	\$ 56,635.09			\$ 56,635.09	\$ 27.2284
D/O	4	\$ 56,635.09	1%	\$ 566.35	\$ 57,201.44	\$ 27.5007
D/O	5	\$ 56,635.09	2%	\$ 1,132.70	\$ 57,767.79	\$ 27.7730
D/O	6	\$ 56,635.09	3%	\$ 1,699.05	\$ 58,334.14	\$ 28.0453
D/O	7	\$ 56,635.09	4%	\$ 2,265.40	\$ 58,900.49	\$ 28.3175
D/O	8	\$ 56,635.09	5%	\$ 2,831.75	\$ 59,466.84	\$ 28.5898
D/O	9	\$ 56,635.09	6%	\$ 3,398.11	\$ 60,033.20	\$ 28.8621
D/O	10	\$ 56,635.09	7%	\$ 3,964.46	\$ 60,599.55	\$ 29.1344
D/O	11	\$ 56,635.09	8%	\$ 4,530.81	\$ 61,165.90	\$ 29.4067
D/O	12	\$ 56,635.09	9%	\$ 5,097.16	\$ 61,732.25	\$ 29.6790
D/O	13	\$ 56,635.09	10%	\$ 5,663.51	\$ 62,298.60	\$ 29.9513
D/O	14	\$ 56,635.09	11%	\$ 6,229.86	\$ 62,864.95	\$ 30.2235
D/O	15	\$ 56,635.09	12%	\$ 6,796.21	\$ 63,431.30	\$ 30.4958
D/O	16 & over	\$ 56,635.09	13%	\$ 7,362.56	\$ 63,997.65	\$ 30.7681
LT.	4	\$ 61,176.88	1%	\$ 611.77	\$ 61,788.65	\$ 29.7081
LT.	5	\$ 61,176.88	2%	\$ 1,223.54	\$ 62,400.42	\$ 30.0002
LT.	6	\$ 61,176.88	3%	\$ 1,835.31	\$ 63,012.19	\$ 30.2943
LT.	7	\$ 61,176.88	4%	\$ 2,447.08	\$ 63,623.96	\$ 30.5884
LT.	8	\$ 61,176.88	5%	\$ 3,058.84	\$ 64,235.72	\$ 30.8826
LT.	9	\$ 61,176.88	6%	\$ 3,670.61	\$ 64,847.49	\$ 31.1767
LT.	10	\$ 61,176.88	7%	\$ 4,282.38	\$ 65,459.26	\$ 31.4708
LT.	11	\$ 61,176.88	8%	\$ 4,894.15	\$ 66,071.03	\$ 31.7649
LT.	12	\$ 61,176.88	9%	\$ 5,505.92	\$ 66,682.80	\$ 32.0590
LT.	13	\$ 61,176.88	10%	\$ 6,117.69	\$ 67,294.57	\$ 32.3532
LT.	14	\$ 61,176.88	11%	\$ 6,729.46	\$ 67,906.34	\$ 32.6473
LT.	15	\$ 61,176.88	12%	\$ 7,341.23	\$ 68,518.11	\$ 32.9414
LT.	16 & over	\$ 61,176.88	13%	\$ 7,952.99	\$ 69,129.87	\$ 33.2355
CAPT.	9	\$ 62,993.61	6%	\$ 3,779.62	\$ 66,773.23	\$ 32.1025
CAPT.	10	\$ 62,993.61	7%	\$ 4,409.55	\$ 67,403.16	\$ 32.4054
CAPT.	11	\$ 62,993.61	8%	\$ 5,039.49	\$ 68,033.10	\$ 32.7082
CAPT.	12	\$ 62,993.61	9%	\$ 5,669.42	\$ 68,663.03	\$ 33.0111
CAPT.	13	\$ 62,993.61	10%	\$ 6,299.36	\$ 69,292.97	\$ 33.3139
CAPT.	14	\$ 62,993.61	11%	\$ 6,929.30	\$ 69,922.91	\$ 33.6168
CAPT.	15	\$ 62,993.61	12%	\$ 7,559.23	\$ 70,552.84	\$ 33.9196
CAPT.	16 & over	\$ 62,993.61	13%	\$ 8,189.17	\$ 71,182.78	\$ 34.2225
B.C.	9	\$ 65,355.33	6%	\$ 3,921.32	\$ 69,276.65	\$ 33.3061
B.C.	10	\$ 65,355.33	7%	\$ 4,574.87	\$ 69,930.20	\$ 33.6203
B.C.	11	\$ 65,355.33	8%	\$ 5,228.43	\$ 70,583.76	\$ 33.9345
B.C.	12	\$ 65,355.33	9%	\$ 5,881.98	\$ 71,237.31	\$ 34.2487
B.C.	13	\$ 65,355.33	10%	\$ 6,535.53	\$ 71,890.86	\$ 34.5629
B.C.	14	\$ 65,355.33	11%	\$ 7,189.09	\$ 72,544.42	\$ 34.8771
B.C.	15	\$ 65,355.33	12%	\$ 7,842.64	\$ 73,197.97	\$ 35.1913
B.C.	16 & over	\$ 65,355.33	13%	\$ 8,496.19	\$ 73,851.52	\$ 35.5055

JANUARY 1, 2013 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from January 1, 2012 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 53,001.63	\$ 25.4816	38.2224	2,038.53	2,114.97	2,191.42
FF2	0-3	\$ 53,001.63	\$ 25.4816	38.2224	2,038.53	2,114.97	2,191.42
D/O	0-3	\$ 56,635.09	\$ 27.2284	40.8426	2,178.27	2,259.96	2,341.64
D/O	4	\$ 57,201.44	\$ 27.5007	41.2511	2,200.06	2,282.56	2,365.06
D/O	5	\$ 57,767.79	\$ 27.7730	41.6595	2,221.84	2,305.16	2,388.48
D/O	6	\$ 58,334.14	\$ 28.0453	42.0680	2,243.62	2,327.76	2,411.89
D/O	7	\$ 58,900.49	\$ 28.3175	42.4763	2,265.40	2,350.35	2,435.31
D/O	8	\$ 59,466.84	\$ 28.5898	42.8847	2,287.18	2,372.95	2,458.72
D/O	9	\$ 60,033.20	\$ 28.8621	43.2932	2,308.97	2,395.56	2,482.14
D/O	10	\$ 60,599.55	\$ 29.1344	43.7016	2,330.75	2,418.15	2,505.56
D/O	11	\$ 61,165.90	\$ 29.4067	44.1101	2,352.54	2,440.76	2,528.98
D/O	12	\$ 61,732.25	\$ 29.6790	44.5185	2,374.32	2,463.36	2,552.39
D/O	13	\$ 62,298.60	\$ 29.9513	44.9270	2,396.10	2,485.95	2,575.81
D/O	14	\$ 62,864.95	\$ 30.2235	45.3353	2,417.88	2,508.55	2,599.22
D/O	15	\$ 63,431.30	\$ 30.4958	45.7437	2,439.66	2,531.15	2,622.63
D/O	16 & over	\$ 63,997.65	\$ 30.7681	46.1522	2,461.45	2,553.75	2,646.06
LT.	4	\$ 61,788.65	\$ 29.7061	44.5592	2,376.49	2,465.61	2,554.73
LT.	5	\$ 62,400.42	\$ 30.0002	45.0003	2,400.02	2,490.02	2,580.02
LT.	6	\$ 63,012.19	\$ 30.2943	45.4415	2,423.54	2,514.42	2,605.31
LT.	7	\$ 63,623.96	\$ 30.5884	45.8826	2,447.07	2,538.84	2,630.60
LT.	8	\$ 64,235.72	\$ 30.8826	46.3239	2,470.61	2,563.26	2,655.91
LT.	9	\$ 64,847.49	\$ 31.1767	46.7651	2,494.14	2,587.67	2,681.20
LT.	10	\$ 65,459.26	\$ 31.4708	47.2062	2,517.66	2,612.07	2,706.48
LT.	11	\$ 66,071.03	\$ 31.7649	47.6474	2,541.19	2,636.48	2,731.78
LT.	12	\$ 66,682.80	\$ 32.0590	48.0885	2,564.72	2,660.90	2,757.07
LT.	13	\$ 67,294.57	\$ 32.3532	48.5298	2,588.26	2,685.32	2,782.38
LT.	14	\$ 67,906.34	\$ 32.6473	48.9710	2,611.78	2,709.72	2,807.66
LT.	15	\$ 68,518.11	\$ 32.9414	49.4121	2,635.31	2,734.13	2,832.96
LT.	16 & over	\$ 69,129.87	\$ 33.2355	49.8533	2,658.84	2,758.55	2,858.25
CAPT.	9	\$ 66,773.23	\$ 32.1025	48.1538	2,568.20	2,664.51	2,760.82
CAPT.	10	\$ 67,403.16	\$ 32.4054	48.6081	2,592.43	2,689.65	2,786.86
CAPT.	11	\$ 68,033.10	\$ 32.7082	49.0623	2,616.66	2,714.78	2,812.91
CAPT.	12	\$ 68,663.03	\$ 33.0111	49.5167	2,640.89	2,739.92	2,838.96
CAPT.	13	\$ 69,292.97	\$ 33.3139	49.9709	2,665.11	2,765.05	2,864.99
CAPT.	14	\$ 69,922.91	\$ 33.6168	50.4252	2,689.34	2,790.19	2,891.04
CAPT.	15	\$ 70,552.84	\$ 33.9196	50.8794	2,713.57	2,815.33	2,917.09
CAPT.	16 & over	\$ 71,182.78	\$ 34.2225	51.3338	2,737.80	2,840.47	2,943.14
B.C.	9	\$ 69,276.65	\$ 33.3061	49.9592	2,664.49	2,764.41	2,864.33
B.C.	10	\$ 69,930.20	\$ 33.6203	50.4305	2,689.62	2,790.48	2,891.34
B.C.	11	\$ 70,583.76	\$ 33.9345	50.9018	2,714.76	2,816.56	2,918.37
B.C.	12	\$ 71,237.31	\$ 34.2487	51.3731	2,739.90	2,842.65	2,945.39
B.C.	13	\$ 71,890.86	\$ 34.5629	51.8444	2,765.03	2,868.72	2,972.41
B.C.	14	\$ 72,544.42	\$ 34.8771	52.3157	2,790.17	2,894.80	2,999.43
B.C.	15	\$ 73,197.97	\$ 35.1913	52.7870	2,815.30	2,920.87	3,026.45
B.C.	16 & over	\$ 73,851.52	\$ 35.5055	53.2583	2,840.44	2,946.96	3,053.47

January 1, 2014 Salary Scales

Based on 3% increase from January 1, 2013 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 54,591.68			\$ 54,591.68	\$ 26.2460
FF2	0-3	\$ 54,591.68			\$ 54,591.68	\$ 26.2460
D/O	0-3	\$ 58,334.14			\$ 58,334.14	\$ 28.0453
D/O	4	\$ 58,334.14	1%	\$ 583.34	\$ 58,917.48	\$ 28.3257
D/O	5	\$ 58,334.14	2%	\$ 1,166.68	\$ 59,500.82	\$ 28.6062
D/O	6	\$ 58,334.14	3%	\$ 1,750.02	\$ 60,084.16	\$ 28.8866
D/O	7	\$ 58,334.14	4%	\$ 2,333.37	\$ 60,667.51	\$ 29.1671
D/O	8	\$ 58,334.14	5%	\$ 2,916.71	\$ 61,250.85	\$ 29.4475
D/O	9	\$ 58,334.14	6%	\$ 3,500.05	\$ 61,834.19	\$ 29.7280
D/O	10	\$ 58,334.14	7%	\$ 4,083.39	\$ 62,417.53	\$ 30.0084
D/O	11	\$ 58,334.14	8%	\$ 4,666.73	\$ 63,000.87	\$ 30.2889
D/O	12	\$ 58,334.14	9%	\$ 5,250.07	\$ 63,584.21	\$ 30.5693
D/O	13	\$ 58,334.14	10%	\$ 5,833.41	\$ 64,167.55	\$ 30.8498
D/O	14	\$ 58,334.14	11%	\$ 6,416.76	\$ 64,750.90	\$ 31.1302
D/O	15	\$ 58,334.14	12%	\$ 7,000.10	\$ 65,334.24	\$ 31.4107
D/O	16 & over	\$ 58,334.14	13%	\$ 7,583.44	\$ 65,917.58	\$ 31.6911
LT.	4	\$ 63,012.19	1%	\$ 630.12	\$ 63,642.31	\$ 30.5973
LT.	5	\$ 63,012.19	2%	\$ 1,260.24	\$ 64,272.43	\$ 30.9002
LT.	6	\$ 63,012.19	3%	\$ 1,890.37	\$ 64,902.56	\$ 31.2032
LT.	7	\$ 63,012.19	4%	\$ 2,520.49	\$ 65,532.68	\$ 31.5061
LT.	8	\$ 63,012.19	5%	\$ 3,150.61	\$ 66,162.80	\$ 31.8090
LT.	9	\$ 63,012.19	6%	\$ 3,780.73	\$ 66,792.92	\$ 32.1120
LT.	10	\$ 63,012.19	7%	\$ 4,410.85	\$ 67,423.04	\$ 32.4149
LT.	11	\$ 63,012.19	8%	\$ 5,040.98	\$ 68,053.17	\$ 32.7179
LT.	12	\$ 63,012.19	9%	\$ 5,671.10	\$ 68,683.29	\$ 33.0208
LT.	13	\$ 63,012.19	10%	\$ 6,301.22	\$ 69,313.41	\$ 33.3238
LT.	14	\$ 63,012.19	11%	\$ 6,931.34	\$ 69,943.53	\$ 33.6267
LT.	15	\$ 63,012.19	12%	\$ 7,561.46	\$ 70,573.65	\$ 33.9296
LT.	16 & over	\$ 63,012.19	13%	\$ 8,191.58	\$ 71,203.77	\$ 34.2326
CAPT.	9	\$ 64,883.42	6%	\$ 3,893.01	\$ 68,776.43	\$ 33.0656
CAPT.	10	\$ 64,883.42	7%	\$ 4,541.84	\$ 69,425.26	\$ 33.3775
CAPT.	11	\$ 64,883.42	8%	\$ 5,190.67	\$ 70,074.09	\$ 33.6895
CAPT.	12	\$ 64,883.42	9%	\$ 5,839.51	\$ 70,722.93	\$ 34.0014
CAPT.	13	\$ 64,883.42	10%	\$ 6,488.34	\$ 71,371.76	\$ 34.3133
CAPT.	14	\$ 64,883.42	11%	\$ 7,137.18	\$ 72,020.60	\$ 34.6253
CAPT.	15	\$ 64,883.42	12%	\$ 7,786.01	\$ 72,669.43	\$ 34.9372
CAPT.	16 & over	\$ 64,883.42	13%	\$ 8,434.84	\$ 73,318.26	\$ 35.2492
B.C.	9	\$ 67,315.99	6%	\$ 4,038.96	\$ 71,354.95	\$ 34.3053
B.C.	10	\$ 67,315.99	7%	\$ 4,712.12	\$ 72,028.11	\$ 34.6289
B.C.	11	\$ 67,315.99	8%	\$ 5,385.28	\$ 72,701.27	\$ 34.9525
B.C.	12	\$ 67,315.99	9%	\$ 6,058.44	\$ 73,374.43	\$ 35.2762
B.C.	13	\$ 67,315.99	10%	\$ 6,731.60	\$ 74,047.59	\$ 35.5998
B.C.	14	\$ 67,315.99	11%	\$ 7,404.76	\$ 74,720.75	\$ 35.9234
B.C.	15	\$ 67,315.99	12%	\$ 8,077.92	\$ 75,393.91	\$ 36.2471
B.C.	16 & over	\$ 67,315.99	13%	\$ 8,751.08	\$ 76,067.07	\$ 36.5707

JANUARY 1, 2014 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from January 1, 2013 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 54,591.68	\$ 26.2460	39.3690	2,099.68	2,178.42	2,257.16
FF2	0-3	\$ 54,591.68	\$ 26.2460	39.3690	2,099.68	2,178.42	2,257.16
D/O	0-3	\$ 58,334.14	\$ 28.0453	42.0580	2,243.62	2,327.76	2,411.89
D/O	4	\$ 58,917.48	\$ 28.3257	42.4886	2,266.06	2,351.04	2,436.01
D/O	5	\$ 59,500.82	\$ 28.6062	42.9093	2,288.50	2,374.32	2,460.14
D/O	6	\$ 60,084.16	\$ 28.8866	43.3299	2,310.93	2,397.59	2,484.25
D/O	7	\$ 60,667.51	\$ 29.1671	43.7507	2,333.37	2,420.87	2,508.37
D/O	8	\$ 61,250.85	\$ 29.4475	44.1713	2,355.80	2,444.14	2,532.49
D/O	9	\$ 61,834.19	\$ 29.7280	44.5920	2,378.24	2,467.42	2,556.61
D/O	10	\$ 62,417.53	\$ 30.0084	45.0126	2,400.67	2,490.70	2,580.72
D/O	11	\$ 63,000.87	\$ 30.2889	45.4334	2,423.11	2,513.98	2,604.84
D/O	12	\$ 63,584.21	\$ 30.5693	45.8540	2,445.54	2,537.25	2,628.96
D/O	13	\$ 64,167.55	\$ 30.8498	46.2747	2,467.98	2,560.53	2,653.08
D/O	14	\$ 64,750.90	\$ 31.1302	46.6953	2,490.42	2,583.81	2,677.20
D/O	15	\$ 65,334.24	\$ 31.4107	47.1161	2,512.86	2,607.09	2,701.32
D/O	16 & over	\$ 65,917.58	\$ 31.6911	47.5367	2,535.29	2,630.36	2,725.44
LT.	4	\$ 63,642.31	\$ 30.5973	46.8960	2,447.78	2,539.57	2,631.36
LT.	5	\$ 64,272.43	\$ 30.9002	46.3503	2,472.02	2,564.72	2,657.42
LT.	6	\$ 64,902.56	\$ 31.2032	46.8048	2,496.26	2,589.87	2,683.48
LT.	7	\$ 65,532.68	\$ 31.5061	47.2592	2,520.49	2,615.01	2,709.53
LT.	8	\$ 66,162.80	\$ 31.8090	47.7135	2,544.72	2,640.15	2,735.57
LT.	9	\$ 66,792.92	\$ 32.1120	48.1680	2,568.96	2,665.30	2,761.63
LT.	10	\$ 67,423.04	\$ 32.4149	48.6224	2,593.19	2,690.43	2,787.68
LT.	11	\$ 68,053.17	\$ 32.7179	49.0769	2,617.43	2,715.58	2,813.74
LT.	12	\$ 68,683.29	\$ 33.0208	49.5312	2,641.66	2,740.72	2,839.78
LT.	13	\$ 69,313.41	\$ 33.3238	49.9857	2,665.90	2,765.87	2,865.84
LT.	14	\$ 69,943.53	\$ 33.6267	50.4401	2,690.14	2,791.02	2,891.90
LT.	15	\$ 70,573.65	\$ 33.9296	50.8944	2,714.37	2,816.16	2,917.95
LT.	16 & over	\$ 71,203.77	\$ 34.2326	51.3489	2,738.61	2,841.31	2,944.01
CAPT.	9	\$ 68,776.43	\$ 33.0656	49.5984	2,645.25	2,744.45	2,843.64
CAPT.	10	\$ 69,425.26	\$ 33.3775	50.0663	2,670.20	2,770.33	2,870.47
CAPT.	11	\$ 70,074.09	\$ 33.6895	50.5343	2,695.16	2,796.23	2,897.30
CAPT.	12	\$ 70,722.93	\$ 34.0014	51.0021	2,720.11	2,822.11	2,924.12
CAPT.	13	\$ 71,371.76	\$ 34.3133	51.4700	2,745.06	2,848.00	2,950.94
CAPT.	14	\$ 72,020.60	\$ 34.6253	51.9380	2,770.02	2,873.90	2,977.77
CAPT.	15	\$ 72,669.43	\$ 34.9372	52.4058	2,794.98	2,899.79	3,004.60
CAPT.	16 & over	\$ 73,318.26	\$ 35.2492	52.8738	2,819.94	2,925.69	3,031.44
B.C.	9	\$ 71,354.95	\$ 34.3053	51.4580	2,744.42	2,847.34	2,950.25
B.C.	10	\$ 72,028.11	\$ 34.6289	51.9434	2,770.31	2,874.20	2,978.08
B.C.	11	\$ 72,701.27	\$ 34.9525	52.4288	2,796.20	2,901.06	3,005.92
B.C.	12	\$ 73,374.43	\$ 35.2762	52.9143	2,822.10	2,927.93	3,033.76
B.C.	13	\$ 74,047.59	\$ 35.5998	53.3997	2,847.98	2,954.78	3,061.58
B.C.	14	\$ 74,720.75	\$ 35.9234	53.8851	2,873.87	2,981.64	3,089.41
B.C.	15	\$ 75,393.91	\$ 36.2471	54.3707	2,899.77	3,008.51	3,117.25
B.C.	16 & over	\$ 76,067.07	\$ 36.5707	54.8561	2,925.66	3,035.37	3,145.08

January 1, 2015 Salary Scales

Based on 3% increase from January 1, 2014 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 56,229.43			\$ 56,229.43	\$ 27.0334
FF2	0-3	\$ 56,229.43			\$ 56,229.43	\$ 27.0334
D/O	0-3	\$ 60,084.16			\$ 60,084.16	\$ 28.8866
D/O	4	\$ 60,084.16	1%	\$ 600.84	\$ 60,685.00	\$ 29.1755
D/O	5	\$ 60,084.16	2%	\$ 1,201.68	\$ 61,285.84	\$ 29.4643
D/O	6	\$ 60,084.16	3%	\$ 1,802.52	\$ 61,886.68	\$ 29.7532
D/O	7	\$ 60,084.16	4%	\$ 2,403.37	\$ 62,487.53	\$ 30.0421
D/O	8	\$ 60,084.16	5%	\$ 3,004.21	\$ 63,088.37	\$ 30.3309
D/O	9	\$ 60,084.16	6%	\$ 3,605.05	\$ 63,689.21	\$ 30.6198
D/O	10	\$ 60,084.16	7%	\$ 4,205.89	\$ 64,290.05	\$ 30.9087
D/O	11	\$ 60,084.16	8%	\$ 4,806.73	\$ 64,890.89	\$ 31.1975
D/O	12	\$ 60,084.16	9%	\$ 5,407.57	\$ 65,491.73	\$ 31.4864
D/O	13	\$ 60,084.16	10%	\$ 6,008.42	\$ 66,092.58	\$ 31.7753
D/O	14	\$ 60,084.16	11%	\$ 6,609.26	\$ 66,693.42	\$ 32.0641
D/O	15	\$ 60,084.16	12%	\$ 7,210.10	\$ 67,294.26	\$ 32.3530
D/O	16 & over	\$ 60,084.16	13%	\$ 7,810.94	\$ 67,895.10	\$ 32.6419
LT.	4	\$ 64,902.56	1%	\$ 649.03	\$ 65,551.59	\$ 31.5152
LT.	5	\$ 64,902.56	2%	\$ 1,298.05	\$ 66,200.61	\$ 31.8272
LT.	6	\$ 64,902.56	3%	\$ 1,947.08	\$ 66,849.64	\$ 32.1393
LT.	7	\$ 64,902.56	4%	\$ 2,596.10	\$ 67,498.66	\$ 32.4513
LT.	8	\$ 64,902.56	5%	\$ 3,245.13	\$ 68,147.69	\$ 32.7633
LT.	9	\$ 64,902.56	6%	\$ 3,894.15	\$ 68,796.71	\$ 33.0753
LT.	10	\$ 64,902.56	7%	\$ 4,543.18	\$ 69,445.74	\$ 33.3874
LT.	11	\$ 64,902.56	8%	\$ 5,192.20	\$ 70,094.76	\$ 33.6994
LT.	12	\$ 64,902.56	9%	\$ 5,841.23	\$ 70,743.79	\$ 34.0114
LT.	13	\$ 64,902.56	10%	\$ 6,490.26	\$ 71,392.82	\$ 34.3235
LT.	14	\$ 64,902.56	11%	\$ 7,139.28	\$ 72,041.84	\$ 34.6355
LT.	15	\$ 64,902.56	12%	\$ 7,788.31	\$ 72,690.87	\$ 34.9475
LT.	16 & over	\$ 64,902.56	13%	\$ 8,437.33	\$ 73,339.89	\$ 35.2596
CAPT.	9	\$ 66,829.92	6%	\$ 4,009.80	\$ 70,839.72	\$ 34.0576
CAPT.	10	\$ 66,829.92	7%	\$ 4,678.09	\$ 71,508.01	\$ 34.3789
CAPT.	11	\$ 66,829.92	8%	\$ 5,346.39	\$ 72,176.31	\$ 34.7001
CAPT.	12	\$ 66,829.92	9%	\$ 6,014.69	\$ 72,844.61	\$ 35.0214
CAPT.	13	\$ 66,829.92	10%	\$ 6,682.99	\$ 73,512.91	\$ 35.3427
CAPT.	14	\$ 66,829.92	11%	\$ 7,351.29	\$ 74,181.21	\$ 35.6640
CAPT.	15	\$ 66,829.92	12%	\$ 8,019.59	\$ 74,849.51	\$ 35.9853
CAPT.	16 & over	\$ 66,829.92	13%	\$ 8,687.89	\$ 75,517.81	\$ 36.3066
B.C.	9	\$ 69,335.47	6%	\$ 4,160.13	\$ 73,495.60	\$ 35.3344
B.C.	10	\$ 69,335.47	7%	\$ 4,853.48	\$ 74,188.95	\$ 35.6678
B.C.	11	\$ 69,335.47	8%	\$ 5,546.84	\$ 74,882.31	\$ 36.0011
B.C.	12	\$ 69,335.47	9%	\$ 6,240.19	\$ 75,575.66	\$ 36.3345
B.C.	13	\$ 69,335.47	10%	\$ 6,933.55	\$ 76,269.02	\$ 36.6678
B.C.	14	\$ 69,335.47	11%	\$ 7,626.90	\$ 76,962.37	\$ 37.0011
B.C.	15	\$ 69,335.47	12%	\$ 8,320.26	\$ 77,655.73	\$ 37.3345
B.C.	16 & over	\$ 69,335.47	13%	\$ 9,013.61	\$ 78,349.08	\$ 37.6678

JANUARY 1, 2015 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from January 1, 2014 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 56,229.43	\$ 27.0334	40.5501	2,162.67	2,243.77	2,324.87
FF2	0-3	\$ 56,229.43	\$ 27.0334	40.5501	2,162.67	2,243.77	2,324.87
D/O	0-3	\$ 60,084.16	\$ 28.8866	43.3299	2,310.93	2,397.59	2,484.25
D/O	4	\$ 60,685.00	\$ 29.1755	43.7633	2,334.04	2,421.57	2,509.09
D/O	5	\$ 61,285.84	\$ 29.4643	44.1965	2,357.14	2,445.53	2,533.93
D/O	6	\$ 61,886.68	\$ 29.7532	44.6298	2,380.26	2,469.52	2,558.78
D/O	7	\$ 62,487.53	\$ 30.0421	45.0632	2,403.37	2,493.50	2,583.62
D/O	8	\$ 63,088.37	\$ 30.3309	45.4964	2,426.47	2,517.46	2,608.46
D/O	9	\$ 63,689.21	\$ 30.6198	45.9297	2,449.58	2,541.44	2,633.30
D/O	10	\$ 64,290.05	\$ 30.9087	46.3631	2,472.70	2,565.43	2,658.15
D/O	11	\$ 64,890.89	\$ 31.1975	46.7963	2,495.80	2,589.39	2,682.99
D/O	12	\$ 65,491.73	\$ 31.4864	47.2296	2,518.91	2,613.37	2,707.83
D/O	13	\$ 66,092.58	\$ 31.7753	47.6630	2,542.02	2,637.35	2,732.67
D/O	14	\$ 66,693.42	\$ 32.0641	48.0962	2,565.13	2,661.32	2,757.51
D/O	15	\$ 67,294.26	\$ 32.3530	48.5295	2,588.24	2,685.30	2,782.36
D/O	16 & over	\$ 67,895.10	\$ 32.6419	48.9629	2,611.35	2,709.28	2,807.20
LT.	4	\$ 65,551.59	\$ 31.5152	47.2728	2,521.22	2,615.77	2,710.31
LT.	5	\$ 66,200.61	\$ 31.8272	47.7408	2,546.18	2,641.66	2,737.14
LT.	6	\$ 66,849.64	\$ 32.1393	48.2090	2,571.14	2,667.56	2,763.98
LT.	7	\$ 67,498.66	\$ 32.4513	48.6770	2,596.10	2,693.45	2,790.81
LT.	8	\$ 68,147.69	\$ 32.7633	49.1450	2,621.06	2,719.35	2,817.64
LT.	9	\$ 68,796.71	\$ 33.0753	49.6130	2,646.02	2,745.25	2,844.47
LT.	10	\$ 69,445.74	\$ 33.3874	50.0811	2,670.99	2,771.15	2,871.31
LT.	11	\$ 70,094.76	\$ 33.6994	50.5491	2,695.95	2,797.05	2,898.15
LT.	12	\$ 70,743.79	\$ 34.0114	51.0171	2,720.91	2,822.94	2,924.98
LT.	13	\$ 71,392.82	\$ 34.3235	51.4853	2,745.88	2,848.85	2,951.82
LT.	14	\$ 72,041.84	\$ 34.6355	51.9533	2,770.84	2,874.75	2,978.65
LT.	15	\$ 72,690.87	\$ 34.9475	52.4213	2,795.80	2,900.64	3,005.49
LT.	16 & over	\$ 73,339.89	\$ 35.2596	52.8894	2,820.77	2,926.55	3,032.33
CAPT.	9	\$ 70,839.72	\$ 34.0576	51.0864	2,724.61	2,826.78	2,928.96
CAPT.	10	\$ 71,508.01	\$ 34.3789	51.5684	2,750.31	2,853.45	2,956.58
CAPT.	11	\$ 72,176.31	\$ 34.7001	52.0502	2,776.01	2,880.11	2,984.21
CAPT.	12	\$ 72,844.61	\$ 35.0214	52.5321	2,801.71	2,906.77	3,011.84
CAPT.	13	\$ 73,512.91	\$ 35.3427	53.0141	2,827.42	2,933.45	3,039.48
CAPT.	14	\$ 74,181.21	\$ 35.6640	53.4960	2,853.12	2,960.11	3,067.10
CAPT.	15	\$ 74,849.51	\$ 35.9853	53.9780	2,878.82	2,986.78	3,094.73
CAPT.	16 & over	\$ 75,517.81	\$ 36.3066	54.4599	2,904.53	3,013.45	3,122.37
B.C.	9	\$ 73,495.60	\$ 35.3344	53.0016	2,826.75	2,932.75	3,038.76
B.C.	10	\$ 74,188.95	\$ 35.6678	53.5017	2,853.42	2,960.42	3,067.43
B.C.	11	\$ 74,882.31	\$ 36.0011	54.0017	2,880.09	2,988.09	3,096.10
B.C.	12	\$ 75,575.66	\$ 36.3345	54.5018	2,906.76	3,015.76	3,124.77
B.C.	13	\$ 76,269.02	\$ 36.6678	55.0017	2,933.42	3,043.42	3,153.43
B.C.	14	\$ 76,962.37	\$ 37.0011	55.5017	2,960.09	3,071.09	3,182.10
B.C.	15	\$ 77,655.73	\$ 37.3345	56.0018	2,986.76	3,098.76	3,210.77
B.C.	16 & over	\$ 78,349.08	\$ 37.6678	56.5017	3,013.42	3,126.42	3,239.43

January 1, 2016 Salary Scales

Based on 3% increase from January 1, 2015 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 57,916.31			\$ 57,916.31	\$ 27.8444
FF2	0-3	\$ 57,916.31			\$ 57,916.31	\$ 27.8444
D/O	0-3	\$ 61,886.68			\$ 61,886.68	\$ 29.7532
D/O	4	\$ 61,886.68	1%	\$ 618.87	\$ 62,505.55	\$ 30.0607
D/O	5	\$ 61,886.68	2%	\$ 1,237.73	\$ 63,124.41	\$ 30.3483
D/O	6	\$ 61,886.68	3%	\$ 1,856.60	\$ 63,743.28	\$ 30.6458
D/O	7	\$ 61,886.68	4%	\$ 2,475.47	\$ 64,362.15	\$ 30.9433
D/O	8	\$ 61,886.68	5%	\$ 3,094.33	\$ 64,981.01	\$ 31.2409
D/O	9	\$ 61,886.68	6%	\$ 3,713.20	\$ 65,599.88	\$ 31.5384
D/O	10	\$ 61,886.68	7%	\$ 4,332.07	\$ 66,218.75	\$ 31.8359
D/O	11	\$ 61,886.68	8%	\$ 4,950.93	\$ 66,837.61	\$ 32.1335
D/O	12	\$ 61,886.68	9%	\$ 5,569.80	\$ 67,456.48	\$ 32.4310
D/O	13	\$ 61,886.68	10%	\$ 6,188.67	\$ 68,075.35	\$ 32.7285
D/O	14	\$ 61,886.68	11%	\$ 6,807.53	\$ 68,694.21	\$ 33.0261
D/O	15	\$ 61,886.68	12%	\$ 7,426.40	\$ 69,313.08	\$ 33.3236
D/O	16 & over	\$ 61,886.68	13%	\$ 8,045.27	\$ 69,931.95	\$ 33.6211
LT.	4	\$ 66,849.64	1%	\$ 668.50	\$ 67,518.14	\$ 32.4606
LT.	5	\$ 66,849.64	2%	\$ 1,336.99	\$ 68,186.63	\$ 32.7820
LT.	6	\$ 66,849.64	3%	\$ 2,005.49	\$ 68,855.13	\$ 33.1034
LT.	7	\$ 66,849.64	4%	\$ 2,673.99	\$ 69,523.63	\$ 33.4248
LT.	8	\$ 66,849.64	5%	\$ 3,342.48	\$ 70,192.12	\$ 33.7462
LT.	9	\$ 66,849.64	6%	\$ 4,010.98	\$ 70,860.62	\$ 34.0676
LT.	10	\$ 66,849.64	7%	\$ 4,679.47	\$ 71,529.11	\$ 34.3890
LT.	11	\$ 66,849.64	8%	\$ 5,347.97	\$ 72,197.61	\$ 34.7104
LT.	12	\$ 66,849.64	9%	\$ 6,016.47	\$ 72,866.11	\$ 35.0318
LT.	13	\$ 66,849.64	10%	\$ 6,684.96	\$ 73,534.60	\$ 35.3532
LT.	14	\$ 66,849.64	11%	\$ 7,353.46	\$ 74,203.10	\$ 35.6746
LT.	15	\$ 66,849.64	12%	\$ 8,021.96	\$ 74,871.60	\$ 35.9960
LT.	16 & over	\$ 66,849.64	13%	\$ 8,690.45	\$ 75,540.09	\$ 36.3174
CAPT.	9	\$ 68,834.82	6%	\$ 4,130.09	\$ 72,964.91	\$ 35.0793
CAPT.	10	\$ 68,834.82	7%	\$ 4,818.44	\$ 73,653.26	\$ 35.4102
CAPT.	11	\$ 68,834.82	8%	\$ 5,506.79	\$ 74,341.61	\$ 35.7412
CAPT.	12	\$ 68,834.82	9%	\$ 6,195.13	\$ 75,029.95	\$ 36.0721
CAPT.	13	\$ 68,834.82	10%	\$ 6,883.48	\$ 75,718.30	\$ 36.4030
CAPT.	14	\$ 68,834.82	11%	\$ 7,571.83	\$ 76,406.65	\$ 36.7340
CAPT.	15	\$ 68,834.82	12%	\$ 8,260.18	\$ 77,095.00	\$ 37.0649
CAPT.	16 & over	\$ 68,834.82	13%	\$ 8,948.53	\$ 77,783.35	\$ 37.3958
B.C.	9	\$ 71,415.53	6%	\$ 4,284.93	\$ 75,700.46	\$ 36.3945
B.C.	10	\$ 71,415.53	7%	\$ 4,999.09	\$ 76,414.62	\$ 36.7378
B.C.	11	\$ 71,415.53	8%	\$ 5,713.24	\$ 77,128.77	\$ 37.0811
B.C.	12	\$ 71,415.53	9%	\$ 6,427.40	\$ 77,842.93	\$ 37.4245
B.C.	13	\$ 71,415.53	10%	\$ 7,141.55	\$ 78,557.08	\$ 37.7678
B.C.	14	\$ 71,415.53	11%	\$ 7,855.71	\$ 79,271.24	\$ 38.1112
B.C.	15	\$ 71,415.53	12%	\$ 8,569.86	\$ 79,985.39	\$ 38.4545
B.C.	16 & over	\$ 71,415.53	13%	\$ 9,284.02	\$ 80,699.55	\$ 38.7979

JANUARY 1, 2016 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from January 1, 2015 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 57,916.31	\$ 27.8444	41.7666	2,227.55	2,311.08	2,394.62
FF2	0-3	\$ 57,916.31	\$ 27.8444	41.7666	2,227.55	2,311.08	2,394.62
D/O	0-3	\$ 61,886.68	\$ 29.7532	44.6298	2,380.26	2,469.52	2,558.78
D/O	4	\$ 62,505.55	\$ 30.0507	45.0761	2,404.06	2,494.21	2,584.36
D/O	5	\$ 63,124.41	\$ 30.3483	45.5225	2,427.86	2,518.91	2,609.95
D/O	6	\$ 63,743.28	\$ 30.6458	45.9687	2,451.66	2,543.60	2,635.53
D/O	7	\$ 64,362.15	\$ 30.9433	46.4150	2,475.46	2,568.29	2,661.12
D/O	8	\$ 64,981.01	\$ 31.2409	46.8614	2,499.27	2,592.99	2,686.72
D/O	9	\$ 65,599.88	\$ 31.5384	47.3076	2,523.07	2,617.69	2,712.30
D/O	10	\$ 66,218.75	\$ 31.8359	47.7539	2,546.87	2,642.38	2,737.89
D/O	11	\$ 66,837.61	\$ 32.1335	48.2003	2,570.68	2,667.08	2,763.48
D/O	12	\$ 67,456.48	\$ 32.4310	48.6465	2,594.48	2,691.77	2,789.07
D/O	13	\$ 68,075.35	\$ 32.7285	49.0928	2,618.28	2,716.47	2,814.65
D/O	14	\$ 68,694.21	\$ 33.0261	49.5392	2,642.09	2,741.17	2,840.25
D/O	15	\$ 69,313.08	\$ 33.3236	49.9854	2,665.89	2,765.86	2,865.83
D/O	16 & over	\$ 69,931.95	\$ 33.6211	50.4317	2,689.69	2,790.55	2,891.42
LT.	4	\$ 67,518.14	\$ 32.4606	48.6909	2,596.85	2,694.23	2,791.61
LT.	5	\$ 68,186.63	\$ 32.7820	49.1730	2,622.56	2,720.91	2,819.25
LT.	6	\$ 68,855.13	\$ 33.1034	49.6551	2,648.27	2,747.58	2,846.89
LT.	7	\$ 69,523.63	\$ 33.4248	50.1372	2,673.98	2,774.25	2,874.53
LT.	8	\$ 70,192.12	\$ 33.7462	50.6193	2,699.70	2,800.94	2,902.18
LT.	9	\$ 70,860.62	\$ 34.0676	51.1014	2,725.41	2,827.61	2,929.82
LT.	10	\$ 71,529.11	\$ 34.3890	51.5835	2,751.12	2,854.29	2,957.45
LT.	11	\$ 72,197.61	\$ 34.7104	52.0656	2,776.83	2,880.96	2,985.09
LT.	12	\$ 72,866.11	\$ 35.0318	52.5477	2,802.54	2,907.64	3,012.73
LT.	13	\$ 73,534.60	\$ 35.3532	53.0298	2,828.26	2,934.32	3,040.38
LT.	14	\$ 74,203.10	\$ 35.6746	53.5119	2,853.97	2,960.99	3,068.02
LT.	15	\$ 74,871.60	\$ 35.9960	53.9940	2,879.68	2,987.67	3,095.66
LT.	16 & over	\$ 75,540.09	\$ 36.3174	54.4761	2,905.39	3,014.34	3,123.29
CAPT.	9	\$ 72,984.91	\$ 35.0793	52.6190	2,808.34	2,911.58	3,016.82
CAPT.	10	\$ 73,653.26	\$ 35.4102	53.1153	2,832.82	2,939.05	3,045.28
CAPT.	11	\$ 74,341.61	\$ 35.7412	53.6118	2,859.30	2,966.52	3,073.75
CAPT.	12	\$ 75,029.95	\$ 36.0721	54.1082	2,885.77	2,993.99	3,102.20
CAPT.	13	\$ 75,718.30	\$ 36.4030	54.6045	2,912.24	3,021.45	3,130.66
CAPT.	14	\$ 76,406.65	\$ 36.7340	55.1010	2,938.72	3,048.92	3,159.12
CAPT.	15	\$ 77,095.00	\$ 37.0649	55.5974	2,965.19	3,076.38	3,187.58
CAPT.	16 & over	\$ 77,783.35	\$ 37.3958	56.0937	2,991.66	3,103.85	3,216.03
B.C.	9	\$ 75,700.46	\$ 36.3945	54.5918	2,911.56	3,020.74	3,129.93
B.C.	10	\$ 76,414.62	\$ 36.7378	55.1067	2,939.02	3,049.23	3,159.45
B.C.	11	\$ 77,128.77	\$ 37.0811	55.6217	2,966.49	3,077.73	3,188.98
B.C.	12	\$ 77,842.93	\$ 37.4245	56.1368	2,993.96	3,106.23	3,218.51
B.C.	13	\$ 78,557.08	\$ 37.7678	56.6517	3,021.42	3,134.72	3,248.03
B.C.	14	\$ 79,271.24	\$ 38.1112	57.1668	3,048.90	3,163.23	3,277.57
B.C.	15	\$ 79,985.39	\$ 38.4545	57.6818	3,076.36	3,191.72	3,307.09
B.C.	16 & over	\$ 80,699.55	\$ 38.7979	58.1969	3,103.83	3,220.22	3,336.62

*Act 111 Arbitration Award and
Exhibits Between:*

LOCAL UNION No. 428, I.A.F.F.

and

CITY OF HARRISBURG

FOR THE YEARS 2006 - 2012



ACT 111 INTEREST ARBITRATION
AMERICAN ARBITRATION ASSOCIATION

IN THE MATTER OF THE ARBITRATION BETWEEN

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS,
LOCAL UNION NO. 28

and

CITY OF HARRISBURG

:
:
:
:
: Act 111 Interest Arbitration Award
:
:

ARBITRATION PANEL

John M. Skonier, Esq.
Impartial Chairman

Thomas W. Jennings, Esq.
Fire Fighter-Appointed Arbitrator

Kenneth M. Jarin, Esq.
City-Appointed Arbitrator

This Award Is Issued Pursuant to the Provisions of
Act 111 of 1968 of the Commonwealth of Pennsylvania

INTEREST ARBITRATION AWARD

As the parties were unable to resolve their bargaining disputes directly, this Panel of Arbitrators (Panel) was selected and convened pursuant to the authority contained in the Policemen and Firemen Collective Bargaining Act, 43 P.S. Section 217, *et seq.* (Act 111). The Panel was charged with the responsibility of rendering an Award which would establish the terms and conditions of employment for the Fire Fighters in the City of Harrisburg, Pennsylvania.

Subsequent to due notice, a hearing was held on September 14, 2007 and October 3, 2007, in Harrisburg, Pennsylvania. At that time, both parties were afforded a full opportunity to present testimony, examine and cross-examine witnesses, and introduce documentary evidence in support of their respective bargaining proposals. The parties agreed to waive all of the applicable time limits contained in Act 111.

The Panel conferred in executive sessions regarding the evidence and arguments which had been presented. In reaching this Award, the Panel has considered the testimony, documents and arguments presented by the parties on all of the proposals.

The Panel would like to thank the parties for the professionalism they exhibited during this proceeding. The documentation provided was well prepared and informative; and the presentations of the parties added valuable insight into the respective positions, without belaboring the point.

The following changes in wages, terms and conditions of employment shall be implemented by the parties:

Term

This Award shall be effective for a period of seven (7) years, from January 1, 2006 through December 31, 2012.

Effective Date of Modification

Except as otherwise specifically provided for by the terms of these Proposals, the effective date of all modifications described herein shall be January 1, 2006.

Wages

Article 5, Section 2 of the collective bargaining agreement shall be amended to provide for an across-the-board increase for all bargaining unit wage classifications as follows:

Effective January 1, 2006, the base salary shall be increased by 1%
Effective January 1, 2007, the base salary shall be increased by 2%
Effective January 1, 2008, the base salary shall be increased by 3%
Effective January 1, 2009, the base salary shall be increased by 3%
Effective January 1, 2010, the base salary shall be increased by 4%
Effective January 1, 2011, the base salary shall be increased by 2%
Effective July 1, 2011, the base salary shall be increased by 2%
Effective January 1, 2012, the base salary shall be increased by 4%

The City shall make payment for retroactive wage increases within thirty (30) days after the execution of this Award.

Health Care

Article 14 of the collective bargaining agreement shall be amended to provide that, effective July 1, 2008, all active Fire Fighters shall enroll in the PPO Blue

Healthcare Plan. Effective July 1, 2008, all new hires will receive the PPO
Blue 100 Healthcare Plan.

Retiree Healthcare

A study committee shall be created to consider and advise with regard to
cost saving measures in the area of post-retirement medical benefits.

Prescription Drugs

Article 14, Section 1C, Prescription Drug Coverage, shall be amended to
provide that, effective July 1, 2008, the co-pays for prescription drugs shall
be fifteen dollars (\$15) for brand name drugs and seven dollars (\$7) for
generic drugs. For Fire Fighters hired on or after the effective date of this
Award, the following prescription drug co-pays shall apply:

	<u>Retail</u>	<u>Mail</u>
Generic	\$7	\$14
Brand Restricted	\$20	\$40
Brand	\$25	\$50

Brand restricted means no generic substitute is available or the physician
stipulates that the brand is medically necessary.

Pension

Article 35 of the collective bargaining agreement shall be amended by
providing:

- A. In the event that a retiree should remarry during the course of his/her

retirement, the retiree's spouse at time of death shall receive a spousal pension benefit.

B. A Study Committee shall be established, funded by the Pension Fund, to consider and advise as to whether the Fire Fighters Pension should withdraw from PMRS and establish its own fund.

Clothing Allowance

Effective January 1, 2009, the annual clothing allotment set forth in Article 11, Section 1 shall be increased by \$25 and an additional \$25 as of January 1, 2011.

Overtime Call-Out Procedures

The City is directed to follow the procedures outlined in its December 12, 2006 memorandum from "Fire Chief's Office" to "All Personnel" regarding the filling of Lieutenant positions.

Sick Leave Buy Back

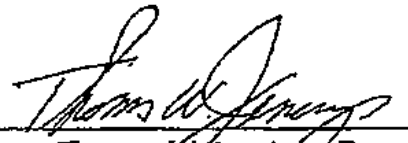
The last two sentences of Article 23, Section 5, Sick Leave Buy Back, shall be amended to read, "The City must be notified of a Fire Fighter's intended sell back by January 15 of the year following the buy back year. Sick Leave Buy Back shall be payable during the first pay period in March of the year following the buy back year."

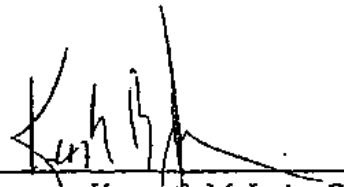
Jurisdiction

The Panel shall retain jurisdiction to resolve any disputes over the implementation of this Award.

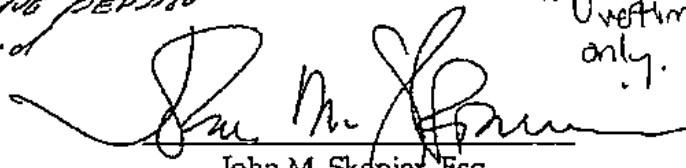
All other provisions of the parties' Collective Bargaining Agreement not specifically changed herein shall remain as is.

It is understood that the signatures of the Arbitrators attest to the fact that the contractual changes represent the majority opinion and Award on each issue by the members of the Arbitration Panel.


Thomas W. Jennings, Esq.
Fire Fighter-Appointed Arbitrator
*Dissenting as to failure
to improve pension -
see attached*


Kenneth M. Jarin, Esq.
City-Appointed Arbitrator

*Dissent as to the paragraph regarding
"Overtime Call-Out Procedures"
only. Assent to all other
provisions.*


John M. Skonier, Esq.
Impartial Chairman

Date: March 14, 2008

EXHIBIT "A"

**SALARY SCALES
BASED ON ACT 111 INTEREST
ARBITRATION AWARD**

January 1, 2005 Salary Scales

Based on 3% increase from 2004 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 41,839.74			\$ 41,839.74	\$ 20.1153
FF2	0-3	\$ 41,839.74			\$ 41,839.74	\$ 20.1153
D/O	0-3	\$ 44,708.00			\$ 44,708.00	\$ 21.4942
D/O	4	\$ 44,708.00	1%	\$ 447.08	\$ 45,155.08	\$ 21.7092
D/O	5	\$ 44,708.00	2%	\$ 894.16	\$ 45,602.16	\$ 21.9241
D/O	6	\$ 44,708.00	3%	\$ 1,341.24	\$ 46,049.24	\$ 22.1391
D/O	7	\$ 44,708.00	4%	\$ 1,788.32	\$ 46,496.32	\$ 22.3540
D/O	8	\$ 44,708.00	5%	\$ 2,235.40	\$ 46,943.40	\$ 22.5689
D/O	9	\$ 44,708.00	6%	\$ 2,682.48	\$ 47,390.48	\$ 22.7839
D/O	10	\$ 44,708.00	7%	\$ 3,129.56	\$ 47,837.56	\$ 22.9988
D/O	11	\$ 44,708.00	8%	\$ 3,576.64	\$ 48,284.64	\$ 23.2138
D/O	12	\$ 44,708.00	9%	\$ 4,023.72	\$ 48,731.72	\$ 23.4287
D/O	13	\$ 44,708.00	10%	\$ 4,470.80	\$ 49,178.80	\$ 23.6437
D/O	14	\$ 44,708.00	11%	\$ 4,917.88	\$ 49,625.88	\$ 23.8586
D/O	15	\$ 44,708.00	12%	\$ 5,364.96	\$ 50,072.96	\$ 24.0735
D/O	16 & over	\$ 44,708.00	13%	\$ 5,812.04	\$ 50,520.04	\$ 24.2885
LT.	4	\$ 48,293.32	1%	\$ 482.93	\$ 48,776.25	\$ 23.4501
LT.	5	\$ 48,293.32	2%	\$ 965.87	\$ 49,259.19	\$ 23.6823
LT.	6	\$ 48,293.32	3%	\$ 1,448.80	\$ 49,742.12	\$ 23.9145
LT.	7	\$ 48,293.32	4%	\$ 1,931.73	\$ 50,225.05	\$ 24.1467
LT.	8	\$ 48,293.32	5%	\$ 2,414.67	\$ 50,707.99	\$ 24.3788
LT.	9	\$ 48,293.32	6%	\$ 2,897.60	\$ 51,190.92	\$ 24.6110
LT.	10	\$ 48,293.32	7%	\$ 3,380.53	\$ 51,673.85	\$ 24.8432
LT.	11	\$ 48,293.32	8%	\$ 3,863.47	\$ 52,156.79	\$ 25.0754
LT.	12	\$ 48,293.32	9%	\$ 4,346.40	\$ 52,639.72	\$ 25.3076
LT.	13	\$ 48,293.32	10%	\$ 4,829.33	\$ 53,122.65	\$ 25.5397
LT.	14	\$ 48,293.32	11%	\$ 5,312.27	\$ 53,605.59	\$ 25.7719
LT.	15	\$ 48,293.32	12%	\$ 5,795.20	\$ 54,088.52	\$ 26.0041
LT.	16 & over	\$ 48,293.32	13%	\$ 6,278.13	\$ 54,571.45	\$ 26.2363
CAPT.	9	\$ 49,727.47	6%	\$ 2,983.65	\$ 52,711.12	\$ 25.3419
CAPT.	10	\$ 49,727.47	7%	\$ 3,480.92	\$ 53,208.39	\$ 25.5810
CAPT.	11	\$ 49,727.47	8%	\$ 3,978.20	\$ 53,705.67	\$ 25.8200
CAPT.	12	\$ 49,727.47	9%	\$ 4,475.47	\$ 54,202.94	\$ 26.0591
CAPT.	13	\$ 49,727.47	10%	\$ 4,972.75	\$ 54,700.22	\$ 26.2982
CAPT.	14	\$ 49,727.47	11%	\$ 5,470.02	\$ 55,197.49	\$ 26.5373
CAPT.	15	\$ 49,727.47	12%	\$ 5,967.30	\$ 55,694.77	\$ 26.7763
CAPT.	16 & over	\$ 49,727.47	13%	\$ 6,464.57	\$ 56,192.04	\$ 27.0154
B.C.	9	\$ 51,591.82	6%	\$ 3,095.51	\$ 54,687.33	\$ 26.2920
B.C.	10	\$ 51,591.82	7%	\$ 3,611.43	\$ 55,203.25	\$ 26.5400
B.C.	11	\$ 51,591.82	8%	\$ 4,127.35	\$ 55,719.17	\$ 26.7881
B.C.	12	\$ 51,591.82	9%	\$ 4,643.26	\$ 56,235.08	\$ 27.0361
B.C.	13	\$ 51,591.82	10%	\$ 5,159.18	\$ 56,751.00	\$ 27.2841
B.C.	14	\$ 51,591.82	11%	\$ 5,675.10	\$ 57,266.92	\$ 27.5322
B.C.	15	\$ 51,591.82	12%	\$ 6,191.02	\$ 57,782.84	\$ 27.7802
B.C.	16 & over	\$ 51,591.82	13%	\$ 6,706.94	\$ 58,298.76	\$ 28.0283

JANUARY 1, 2005 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from 2004 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 41,839.74	\$ 20.1153	30.1730	1,609.22	1,669.57	1,729.91
FF2	0-3	\$ 41,839.74	\$ 20.1153	30.1730	1,609.22	1,669.57	1,729.91
D/O	0-3	\$ 44,708.00	\$ 21.4942	32.2413	1,719.54	1,784.02	1,848.51
D/O	4	\$ 45,155.08	\$ 21.7092	32.5638	1,736.74	1,801.87	1,867.00
D/O	5	\$ 45,602.16	\$ 21.9241	32.8862	1,753.93	1,819.70	1,885.47
D/O	6	\$ 46,049.24	\$ 22.1391	33.2087	1,771.13	1,837.55	1,903.96
D/O	7	\$ 46,496.32	\$ 22.3540	33.5310	1,788.32	1,855.38	1,922.44
D/O	8	\$ 46,943.40	\$ 22.5689	33.8534	1,805.51	1,873.22	1,940.92
D/O	9	\$ 47,390.48	\$ 22.7839	34.1759	1,822.71	1,891.06	1,959.41
D/O	10	\$ 47,837.56	\$ 22.9988	34.4982	1,839.90	1,908.90	1,977.89
D/O	11	\$ 48,284.64	\$ 23.2138	34.8207	1,857.10	1,926.74	1,996.38
D/O	12	\$ 48,731.72	\$ 23.4287	35.1431	1,874.30	1,944.59	2,014.87
D/O	13	\$ 49,178.80	\$ 23.6437	35.4656	1,891.50	1,962.43	2,033.36
D/O	14	\$ 49,625.88	\$ 23.8586	35.7879	1,908.69	1,980.27	2,051.84
D/O	15	\$ 50,072.96	\$ 24.0735	36.1103	1,925.88	1,998.10	2,070.32
D/O	16 & over	\$ 50,520.04	\$ 24.2885	36.4328	1,943.08	2,015.95	2,088.81
LT.	4	\$ 48,776.25	\$ 23.4501	35.1752	1,876.01	1,946.36	2,016.71
LT.	5	\$ 49,259.19	\$ 23.6823	35.5235	1,894.58	1,965.63	2,036.67
LT.	6	\$ 49,742.12	\$ 23.9145	35.8718	1,913.16	1,984.90	2,056.65
LT.	7	\$ 50,225.05	\$ 24.1467	36.2201	1,931.74	2,004.18	2,076.62
LT.	8	\$ 50,707.99	\$ 24.3788	36.5682	1,950.30	2,023.44	2,096.57
LT.	9	\$ 51,190.92	\$ 24.6110	36.9165	1,968.88	2,042.71	2,116.55
LT.	10	\$ 51,673.85	\$ 24.8432	37.2648	1,987.46	2,061.99	2,136.52
LT.	11	\$ 52,156.79	\$ 25.0754	37.6131	2,006.03	2,081.26	2,156.48
LT.	12	\$ 52,639.72	\$ 25.3076	37.9614	2,024.61	2,100.53	2,176.46
LT.	13	\$ 53,122.65	\$ 25.5397	38.3096	2,043.18	2,119.80	2,196.42
LT.	14	\$ 53,605.59	\$ 25.7719	38.6579	2,061.75	2,139.07	2,216.38
LT.	15	\$ 54,088.52	\$ 26.0041	39.0062	2,080.33	2,158.34	2,236.35
LT.	16 & over	\$ 54,571.45	\$ 26.2363	39.3545	2,098.90	2,177.61	2,256.32
CAPT.	9	\$ 52,711.12	\$ 25.3419	38.0129	2,027.35	2,103.38	2,179.40
CAPT.	10	\$ 53,208.39	\$ 25.5810	38.3715	2,046.48	2,123.22	2,199.97
CAPT.	11	\$ 53,705.67	\$ 25.8200	38.7300	2,065.60	2,143.06	2,220.52
CAPT.	12	\$ 54,202.94	\$ 26.0591	39.0887	2,084.73	2,162.91	2,241.08
CAPT.	13	\$ 54,700.22	\$ 26.2982	39.4473	2,103.86	2,182.75	2,261.65
CAPT.	14	\$ 55,197.49	\$ 26.5373	39.8060	2,122.98	2,202.59	2,282.20
CAPT.	15	\$ 55,694.77	\$ 26.7763	40.1645	2,142.10	2,222.43	2,302.76
CAPT.	16 & over	\$ 56,192.04	\$ 27.0154	40.5231	2,161.23	2,242.28	2,323.32
B.C.	9	\$ 54,687.33	\$ 26.2920	39.4380	2,103.36	2,182.24	2,261.11
B.C.	10	\$ 55,203.25	\$ 26.5400	39.8100	2,123.20	2,202.82	2,282.44
B.C.	11	\$ 55,719.17	\$ 26.7881	40.1822	2,143.05	2,223.41	2,303.78
B.C.	12	\$ 56,235.08	\$ 27.0361	40.5542	2,162.89	2,244.00	2,325.11
B.C.	13	\$ 56,751.00	\$ 27.2841	40.9262	2,182.73	2,264.58	2,346.43
B.C.	14	\$ 57,266.92	\$ 27.5322	41.2983	2,202.58	2,285.18	2,367.77
B.C.	15	\$ 57,782.84	\$ 27.7802	41.6703	2,222.42	2,305.76	2,389.10
B.C.	16 & over	\$ 58,298.76	\$ 28.0283	42.0425	2,242.26	2,326.35	2,410.43

January 1, 2006 Salary Scales

Based on 1% increase from 2005 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 42,258.14			\$ 42,258.14	\$ 20.3164
FF2	0-3	\$ 42,258.14			\$ 42,258.14	\$ 20.3164
D/O	0-3	\$ 45,155.08			\$ 45,155.08	\$ 21.7092
D/O	4	\$ 45,155.08	1%	\$ 451.55	\$ 45,606.63	\$ 21.9263
D/O	5	\$ 45,155.08	2%	\$ 903.10	\$ 46,058.18	\$ 22.1434
D/O	6	\$ 45,155.08	3%	\$ 1,354.65	\$ 46,509.73	\$ 22.3604
D/O	7	\$ 45,155.08	4%	\$ 1,806.20	\$ 46,961.28	\$ 22.5775
D/O	8	\$ 45,155.08	5%	\$ 2,257.75	\$ 47,412.83	\$ 22.7946
D/O	9	\$ 45,155.08	6%	\$ 2,709.30	\$ 47,864.38	\$ 23.0117
D/O	10	\$ 45,155.08	7%	\$ 3,160.86	\$ 48,315.94	\$ 23.2288
D/O	11	\$ 45,155.08	8%	\$ 3,612.41	\$ 48,767.49	\$ 23.4459
D/O	12	\$ 45,155.08	9%	\$ 4,063.96	\$ 49,219.04	\$ 23.6630
D/O	13	\$ 45,155.08	10%	\$ 4,515.51	\$ 49,670.59	\$ 23.8801
D/O	14	\$ 45,155.08	11%	\$ 4,967.06	\$ 50,122.14	\$ 24.0972
D/O	15	\$ 45,155.08	12%	\$ 5,418.61	\$ 50,573.69	\$ 24.3143
D/O	16 & over	\$ 45,155.08	13%	\$ 5,870.16	\$ 51,025.24	\$ 24.5314
LT.	4	\$ 48,776.25	1%	\$ 487.76	\$ 49,264.01	\$ 23.6846
LT.	5	\$ 48,776.25	2%	\$ 975.53	\$ 49,751.78	\$ 23.9191
LT.	6	\$ 48,776.25	3%	\$ 1,463.29	\$ 50,239.54	\$ 24.1536
LT.	7	\$ 48,776.25	4%	\$ 1,951.05	\$ 50,727.30	\$ 24.3881
LT.	8	\$ 48,776.25	5%	\$ 2,438.81	\$ 51,215.06	\$ 24.6226
LT.	9	\$ 48,776.25	6%	\$ 2,926.58	\$ 51,702.83	\$ 24.8571
LT.	10	\$ 48,776.25	7%	\$ 3,414.34	\$ 52,190.59	\$ 25.0916
LT.	11	\$ 48,776.25	8%	\$ 3,902.10	\$ 52,678.35	\$ 25.3261
LT.	12	\$ 48,776.25	9%	\$ 4,389.86	\$ 53,166.11	\$ 25.5606
LT.	13	\$ 48,776.25	10%	\$ 4,877.63	\$ 53,653.88	\$ 25.7951
LT.	14	\$ 48,776.25	11%	\$ 5,365.39	\$ 54,141.64	\$ 26.0296
LT.	15	\$ 48,776.25	12%	\$ 5,853.15	\$ 54,629.40	\$ 26.2641
LT.	16 & over	\$ 48,776.25	13%	\$ 6,340.91	\$ 55,117.16	\$ 26.4986
CAPT.	9	\$ 50,224.74	6%	\$ 3,013.48	\$ 53,238.22	\$ 25.5953
CAPT.	10	\$ 50,224.74	7%	\$ 3,515.73	\$ 53,740.47	\$ 25.8368
CAPT.	11	\$ 50,224.74	8%	\$ 4,017.98	\$ 54,242.72	\$ 26.0782
CAPT.	12	\$ 50,224.74	9%	\$ 4,520.23	\$ 54,744.97	\$ 26.3197
CAPT.	13	\$ 50,224.74	10%	\$ 5,022.47	\$ 55,247.21	\$ 26.5612
CAPT.	14	\$ 50,224.74	11%	\$ 5,524.72	\$ 55,749.46	\$ 26.8026
CAPT.	15	\$ 50,224.74	12%	\$ 6,026.97	\$ 56,251.71	\$ 27.0441
CAPT.	16 & over	\$ 50,224.74	13%	\$ 6,529.22	\$ 56,753.96	\$ 27.2856
B.C.	9	\$ 52,107.74	6%	\$ 3,126.46	\$ 55,234.20	\$ 26.5549
B.C.	10	\$ 52,107.74	7%	\$ 3,647.54	\$ 55,755.28	\$ 26.8054
B.C.	11	\$ 52,107.74	8%	\$ 4,168.62	\$ 56,276.36	\$ 27.0559
B.C.	12	\$ 52,107.74	9%	\$ 4,689.70	\$ 56,797.44	\$ 27.3065
B.C.	13	\$ 52,107.74	10%	\$ 5,210.77	\$ 57,318.51	\$ 27.5570
B.C.	14	\$ 52,107.74	11%	\$ 5,731.85	\$ 57,839.59	\$ 27.8075
B.C.	15	\$ 52,107.74	12%	\$ 6,252.93	\$ 58,360.67	\$ 28.0580
B.C.	16 & over	\$ 52,107.74	13%	\$ 6,774.01	\$ 58,881.75	\$ 28.3085

JANUARY 1, 2006 HOURLY/PREMIUM TIME SCALES

Based on 1% increase from 2005 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 42,258.14	\$ 20.3164	30.4746	1,625.31	1,686.26	1,747.21
FF2	0-3	\$ 42,258.14	\$ 20.3164	30.4746	1,625.31	1,686.26	1,747.21
D/O	0-3	\$ 45,155.08	\$ 21.7092	32.5638	1,736.74	1,801.87	1,867.00
D/O	4	\$ 45,606.63	\$ 21.9263	32.8895	1,754.10	1,819.88	1,885.66
D/O	5	\$ 46,058.18	\$ 22.1434	33.2151	1,771.47	1,837.90	1,904.33
D/O	6	\$ 46,509.73	\$ 22.3604	33.5406	1,788.83	1,855.91	1,922.99
D/O	7	\$ 46,961.28	\$ 22.5775	33.8663	1,806.20	1,873.93	1,941.67
D/O	8	\$ 47,412.83	\$ 22.7946	34.1919	1,823.57	1,891.95	1,960.34
D/O	9	\$ 47,864.38	\$ 23.0117	34.5176	1,840.94	1,909.98	1,979.01
D/O	10	\$ 48,315.94	\$ 23.2288	34.8432	1,858.30	1,927.99	1,997.67
D/O	11	\$ 48,767.49	\$ 23.4459	35.1689	1,875.67	1,946.01	2,016.35
D/O	12	\$ 49,219.04	\$ 23.6630	35.4945	1,893.04	1,964.03	2,035.02
D/O	13	\$ 49,670.59	\$ 23.8801	35.8202	1,910.41	1,982.05	2,053.69
D/O	14	\$ 50,122.14	\$ 24.0972	36.1458	1,927.78	2,000.07	2,072.36
D/O	15	\$ 50,573.69	\$ 24.3143	36.4715	1,945.14	2,018.08	2,091.03
D/O	16 & over	\$ 51,025.24	\$ 24.5314	36.7971	1,962.51	2,036.10	2,109.70
LT.	4	\$ 49,264.01	\$ 23.6846	35.5269	1,894.77	1,965.82	2,036.88
LT.	5	\$ 49,751.78	\$ 23.9191	35.8787	1,913.53	1,985.29	2,057.04
LT.	6	\$ 50,239.54	\$ 24.1536	36.2304	1,932.29	2,004.75	2,077.21
LT.	7	\$ 50,727.30	\$ 24.3881	36.5822	1,951.05	2,024.21	2,097.38
LT.	8	\$ 51,215.06	\$ 24.6226	36.9339	1,969.81	2,043.68	2,117.55
LT.	9	\$ 51,702.83	\$ 24.8571	37.2857	1,988.57	2,063.14	2,137.71
LT.	10	\$ 52,190.59	\$ 25.0916	37.6374	2,007.33	2,082.60	2,157.88
LT.	11	\$ 52,678.35	\$ 25.3261	37.9892	2,026.09	2,102.07	2,178.05
LT.	12	\$ 53,166.11	\$ 25.5606	38.3409	2,044.85	2,121.53	2,198.21
LT.	13	\$ 53,653.88	\$ 25.7951	38.6927	2,063.61	2,141.00	2,218.38
LT.	14	\$ 54,141.64	\$ 26.0296	39.0444	2,082.37	2,160.46	2,238.55
LT.	15	\$ 54,629.40	\$ 26.2641	39.3962	2,101.13	2,179.92	2,258.71
LT.	16 & over	\$ 55,117.16	\$ 26.4986	39.7479	2,119.89	2,199.39	2,278.88
CAPT.	9	\$ 53,238.22	\$ 25.5953	38.3930	2,047.62	2,124.41	2,201.19
CAPT.	10	\$ 53,740.47	\$ 25.8368	38.7552	2,066.94	2,144.45	2,221.96
CAPT.	11	\$ 54,242.72	\$ 26.0782	39.1173	2,086.26	2,164.49	2,242.73
CAPT.	12	\$ 54,744.97	\$ 26.3197	39.4796	2,105.58	2,184.54	2,263.50
CAPT.	13	\$ 55,247.21	\$ 26.5612	39.8418	2,124.90	2,204.58	2,284.27
CAPT.	14	\$ 55,749.46	\$ 26.8026	40.2039	2,144.21	2,224.62	2,305.03
CAPT.	15	\$ 56,251.71	\$ 27.0441	40.5662	2,163.53	2,244.66	2,325.79
CAPT.	16 & over	\$ 56,753.96	\$ 27.2856	40.9284	2,182.85	2,264.71	2,346.56
B.C.	9	\$ 55,234.20	\$ 26.5549	39.8324	2,124.39	2,204.05	2,283.72
B.C.	10	\$ 55,755.28	\$ 26.8054	40.2081	2,144.43	2,224.85	2,305.26
B.C.	11	\$ 56,276.36	\$ 27.0559	40.5839	2,164.47	2,245.64	2,326.81
B.C.	12	\$ 56,797.44	\$ 27.3065	40.9598	2,184.52	2,266.44	2,348.36
B.C.	13	\$ 57,318.51	\$ 27.5570	41.3355	2,204.56	2,287.23	2,369.90
B.C.	14	\$ 57,839.59	\$ 27.8075	41.7113	2,224.60	2,308.02	2,391.45
B.C.	15	\$ 58,360.67	\$ 28.0580	42.0870	2,244.64	2,328.81	2,412.99
B.C.	16 & over	\$ 58,881.75	\$ 28.3085	42.4628	2,264.68	2,349.61	2,434.53

January 1, 2007 Salary Scales

Based on 2% increase from 2006 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 43,103.30			\$ 43,103.30	\$ 20.7227
FF2	0-3	\$ 43,103.30			\$ 43,103.30	\$ 20.7227
D/O	0-3	\$ 46,058.18			\$ 46,058.18	\$ 22.1434
D/O	4	\$ 46,058.18	1%	\$ 460.58	\$ 46,518.76	\$ 22.3648
D/O	5	\$ 46,058.18	2%	\$ 921.16	\$ 46,979.34	\$ 22.5862
D/O	6	\$ 46,058.18	3%	\$ 1,381.75	\$ 47,439.93	\$ 22.8077
D/O	7	\$ 46,058.18	4%	\$ 1,842.33	\$ 47,900.51	\$ 23.0291
D/O	8	\$ 46,058.18	5%	\$ 2,302.91	\$ 48,361.09	\$ 23.2505
D/O	9	\$ 46,058.18	6%	\$ 2,763.49	\$ 48,821.67	\$ 23.4720
D/O	10	\$ 46,058.18	7%	\$ 3,224.07	\$ 49,282.25	\$ 23.6934
D/O	11	\$ 46,058.18	8%	\$ 3,684.65	\$ 49,742.83	\$ 23.9148
D/O	12	\$ 46,058.18	9%	\$ 4,145.24	\$ 50,203.42	\$ 24.1363
D/O	13	\$ 46,058.18	10%	\$ 4,605.82	\$ 50,664.00	\$ 24.3577
D/O	14	\$ 46,058.18	11%	\$ 5,066.40	\$ 51,124.58	\$ 24.5791
D/O	15	\$ 46,058.18	12%	\$ 5,526.98	\$ 51,585.16	\$ 24.8006
D/O	16 & over	\$ 46,058.18	13%	\$ 5,987.56	\$ 52,045.74	\$ 25.0220
LT.	4	\$ 49,751.78	1%	\$ 497.52	\$ 50,249.30	\$ 24.1583
LT.	5	\$ 49,751.78	2%	\$ 995.04	\$ 50,746.82	\$ 24.3975
LT.	6	\$ 49,751.78	3%	\$ 1,492.55	\$ 51,244.33	\$ 24.6367
LT.	7	\$ 49,751.78	4%	\$ 1,990.07	\$ 51,741.85	\$ 24.8759
LT.	8	\$ 49,751.78	5%	\$ 2,487.59	\$ 52,239.37	\$ 25.1151
LT.	9	\$ 49,751.78	6%	\$ 2,985.11	\$ 52,736.89	\$ 25.3543
LT.	10	\$ 49,751.78	7%	\$ 3,482.62	\$ 53,234.40	\$ 25.5935
LT.	11	\$ 49,751.78	8%	\$ 3,980.14	\$ 53,731.92	\$ 25.8327
LT.	12	\$ 49,751.78	9%	\$ 4,477.66	\$ 54,229.44	\$ 26.0718
LT.	13	\$ 49,751.78	10%	\$ 4,975.18	\$ 54,726.96	\$ 26.3110
LT.	14	\$ 49,751.78	11%	\$ 5,472.70	\$ 55,224.48	\$ 26.5502
LT.	15	\$ 49,751.78	12%	\$ 5,970.21	\$ 55,721.99	\$ 26.7894
LT.	16 & over	\$ 49,751.78	13%	\$ 6,467.73	\$ 56,219.51	\$ 27.0286
CAPT.	9	\$ 51,229.23	6%	\$ 3,073.75	\$ 54,302.98	\$ 26.1072
CAPT.	10	\$ 51,229.23	7%	\$ 3,586.05	\$ 54,815.28	\$ 26.3535
CAPT.	11	\$ 51,229.23	8%	\$ 4,098.34	\$ 55,327.57	\$ 26.5998
CAPT.	12	\$ 51,229.23	9%	\$ 4,610.63	\$ 55,839.86	\$ 26.8461
CAPT.	13	\$ 51,229.23	10%	\$ 5,122.92	\$ 56,352.15	\$ 27.0924
CAPT.	14	\$ 51,229.23	11%	\$ 5,635.22	\$ 56,864.45	\$ 27.3387
CAPT.	15	\$ 51,229.23	12%	\$ 6,147.51	\$ 57,376.74	\$ 27.5850
CAPT.	16 & over	\$ 51,229.23	13%	\$ 6,659.80	\$ 57,889.03	\$ 27.8313
B.C.	9	\$ 53,149.89	6%	\$ 3,188.99	\$ 56,338.88	\$ 27.0860
B.C.	10	\$ 53,149.89	7%	\$ 3,720.49	\$ 56,870.38	\$ 27.3415
B.C.	11	\$ 53,149.89	8%	\$ 4,251.99	\$ 57,401.88	\$ 27.5971
B.C.	12	\$ 53,149.89	9%	\$ 4,783.49	\$ 57,933.38	\$ 27.8526
B.C.	13	\$ 53,149.89	10%	\$ 5,314.99	\$ 58,464.88	\$ 28.1081
B.C.	14	\$ 53,149.89	11%	\$ 5,846.49	\$ 58,996.38	\$ 28.3636
B.C.	15	\$ 53,149.89	12%	\$ 6,377.99	\$ 59,527.88	\$ 28.6192
B.C.	16 & over	\$ 53,149.89	13%	\$ 6,909.49	\$ 60,059.38	\$ 28.8747

JANUARY 1, 2007 HOURLY/PREMIUM TIME SCALES

Based on 2% increase from 2006 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 43,103.30	\$ 20.7227	31.0841	1,657.82	1,719.99	1,782.16
FF2	0-3	\$ 43,103.30	\$ 20.7227	31.0841	1,657.82	1,719.99	1,782.16
D/O	0-3	\$ 46,058.18	\$ 22.1434	33.2151	1,771.47	1,837.90	1,904.33
D/O	4	\$ 46,518.76	\$ 22.3648	33.5472	1,789.18	1,856.27	1,923.37
D/O	5	\$ 46,979.34	\$ 22.5862	33.8793	1,806.90	1,874.66	1,942.42
D/O	6	\$ 47,439.93	\$ 22.8077	34.2118	1,824.62	1,893.04	1,961.47
D/O	7	\$ 47,900.51	\$ 23.0291	34.5437	1,842.33	1,911.42	1,980.50
D/O	8	\$ 48,361.09	\$ 23.2505	34.8758	1,860.04	1,929.79	1,999.54
D/O	9	\$ 48,821.67	\$ 23.4720	35.2080	1,877.76	1,948.18	2,018.59
D/O	10	\$ 49,282.25	\$ 23.6934	35.5401	1,895.47	1,966.55	2,037.63
D/O	11	\$ 49,742.83	\$ 23.9148	35.8722	1,913.18	1,984.92	2,056.67
D/O	12	\$ 50,203.42	\$ 24.1363	36.2045	1,930.90	2,003.31	2,075.72
D/O	13	\$ 50,664.00	\$ 24.3577	36.5366	1,948.62	2,021.69	2,094.77
D/O	14	\$ 51,124.58	\$ 24.5791	36.8687	1,966.33	2,040.07	2,113.80
D/O	15	\$ 51,585.16	\$ 24.8006	37.2009	1,984.05	2,058.45	2,132.85
D/O	16 & over	\$ 52,045.74	\$ 25.0220	37.5330	2,001.76	2,076.83	2,151.89
LT.	4	\$ 50,249.30	\$ 24.1583	36.2375	1,932.66	2,005.14	2,077.61
LT.	5	\$ 50,746.82	\$ 24.3975	36.5963	1,951.80	2,024.99	2,098.19
LT.	6	\$ 51,244.33	\$ 24.6367	36.9551	1,970.94	2,044.85	2,118.76
LT.	7	\$ 51,741.85	\$ 24.8759	37.3139	1,990.07	2,064.70	2,139.33
LT.	8	\$ 52,239.37	\$ 25.1151	37.6727	2,009.21	2,084.56	2,159.90
LT.	9	\$ 52,736.89	\$ 25.3543	38.0315	2,028.34	2,104.40	2,180.47
LT.	10	\$ 53,234.40	\$ 25.5935	38.3903	2,047.48	2,124.26	2,201.04
LT.	11	\$ 53,731.92	\$ 25.8327	38.7491	2,066.62	2,144.12	2,221.62
LT.	12	\$ 54,229.44	\$ 26.0718	39.1077	2,085.74	2,163.96	2,242.17
LT.	13	\$ 54,726.96	\$ 26.3110	39.4665	2,104.88	2,183.81	2,262.75
LT.	14	\$ 55,224.48	\$ 26.5502	39.8253	2,124.02	2,203.67	2,283.32
LT.	15	\$ 55,721.99	\$ 26.7894	40.1841	2,143.15	2,223.52	2,303.89
LT.	16 & over	\$ 56,219.51	\$ 27.0286	40.5429	2,162.29	2,243.38	2,324.46
CAPT.	9	\$ 54,302.98	\$ 26.1072	39.1608	2,088.58	2,166.90	2,245.22
CAPT.	10	\$ 54,815.28	\$ 26.3535	39.5303	2,108.28	2,187.34	2,266.40
CAPT.	11	\$ 55,327.57	\$ 26.5998	39.8997	2,127.98	2,207.78	2,287.58
CAPT.	12	\$ 55,839.86	\$ 26.8461	40.2692	2,147.69	2,228.23	2,308.77
CAPT.	13	\$ 56,352.15	\$ 27.0924	40.6386	2,167.39	2,248.67	2,329.94
CAPT.	14	\$ 56,864.45	\$ 27.3387	41.0081	2,187.10	2,269.12	2,351.13
CAPT.	15	\$ 57,376.74	\$ 27.5850	41.3775	2,206.80	2,289.56	2,372.31
CAPT.	16 & over	\$ 57,889.03	\$ 27.8313	41.7470	2,226.50	2,309.99	2,393.49
B.C.	9	\$ 56,338.88	\$ 27.0860	40.6290	2,166.88	2,248.14	2,329.40
B.C.	10	\$ 56,870.38	\$ 27.3415	41.0123	2,187.32	2,269.34	2,351.37
B.C.	11	\$ 57,401.88	\$ 27.5971	41.3957	2,207.77	2,290.56	2,373.35
B.C.	12	\$ 57,933.38	\$ 27.8526	41.7789	2,228.21	2,311.77	2,395.33
B.C.	13	\$ 58,464.88	\$ 28.1081	42.1622	2,248.65	2,332.97	2,417.30
B.C.	14	\$ 58,996.38	\$ 28.3636	42.5454	2,269.09	2,354.18	2,439.27
B.C.	15	\$ 59,527.88	\$ 28.6192	42.9288	2,289.54	2,375.40	2,461.26
B.C.	16 & over	\$ 60,059.38	\$ 28.8747	43.3121	2,309.98	2,396.60	2,483.23

January 1, 2008 Salary Scales

Based on 3% increase from 2007 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 44,396.40			\$ 44,396.40	\$ 21.3444
FF2	0-3	\$ 44,396.40			\$ 44,396.40	\$ 21.3444
D/O	0-3	\$ 47,439.93			\$ 47,439.93	\$ 22.8077
D/O	4	\$ 47,439.93	1%	\$ 474.40	\$ 47,914.33	\$ 23.0357
D/O	5	\$ 47,439.93	2%	\$ 948.80	\$ 48,388.73	\$ 23.2638
D/O	6	\$ 47,439.93	3%	\$ 1,423.20	\$ 48,863.13	\$ 23.4919
D/O	7	\$ 47,439.93	4%	\$ 1,897.60	\$ 49,337.53	\$ 23.7200
D/O	8	\$ 47,439.93	5%	\$ 2,372.00	\$ 49,811.93	\$ 23.9480
D/O	9	\$ 47,439.93	6%	\$ 2,846.40	\$ 50,286.33	\$ 24.1761
D/O	10	\$ 47,439.93	7%	\$ 3,320.80	\$ 50,760.73	\$ 24.4042
D/O	11	\$ 47,439.93	8%	\$ 3,795.19	\$ 51,235.12	\$ 24.6323
D/O	12	\$ 47,439.93	9%	\$ 4,269.59	\$ 51,709.52	\$ 24.8603
D/O	13	\$ 47,439.93	10%	\$ 4,743.99	\$ 52,183.92	\$ 25.0884
D/O	14	\$ 47,439.93	11%	\$ 5,218.39	\$ 52,658.32	\$ 25.3165
D/O	15	\$ 47,439.93	12%	\$ 5,692.79	\$ 53,132.72	\$ 25.5446
D/O	16 & over	\$ 47,439.93	13%	\$ 6,167.19	\$ 53,607.12	\$ 25.7727
LT.	4	\$ 51,244.33	1%	\$ 512.44	\$ 51,756.77	\$ 24.8831
LT.	5	\$ 51,244.33	2%	\$ 1,024.89	\$ 52,269.22	\$ 25.1294
LT.	6	\$ 51,244.33	3%	\$ 1,537.33	\$ 52,781.66	\$ 25.3758
LT.	7	\$ 51,244.33	4%	\$ 2,049.77	\$ 53,294.10	\$ 25.6222
LT.	8	\$ 51,244.33	5%	\$ 2,562.22	\$ 53,806.55	\$ 25.8685
LT.	9	\$ 51,244.33	6%	\$ 3,074.66	\$ 54,318.99	\$ 26.1149
LT.	10	\$ 51,244.33	7%	\$ 3,587.10	\$ 54,831.43	\$ 26.3613
LT.	11	\$ 51,244.33	8%	\$ 4,099.55	\$ 55,343.88	\$ 26.6076
LT.	12	\$ 51,244.33	9%	\$ 4,611.99	\$ 55,856.32	\$ 26.8540
LT.	13	\$ 51,244.33	10%	\$ 5,124.43	\$ 56,368.76	\$ 27.1004
LT.	14	\$ 51,244.33	11%	\$ 5,636.88	\$ 56,881.21	\$ 27.3467
LT.	15	\$ 51,244.33	12%	\$ 6,149.32	\$ 57,393.65	\$ 27.5931
LT.	16 & over	\$ 51,244.33	13%	\$ 6,661.76	\$ 57,906.09	\$ 27.8395
CAPT.	9	\$ 52,766.11	6%	\$ 3,165.97	\$ 55,932.08	\$ 26.8904
CAPT.	10	\$ 52,766.11	7%	\$ 3,693.63	\$ 56,459.74	\$ 27.1441
CAPT.	11	\$ 52,766.11	8%	\$ 4,221.29	\$ 56,987.40	\$ 27.3978
CAPT.	12	\$ 52,766.11	9%	\$ 4,748.95	\$ 57,515.06	\$ 27.6515
CAPT.	13	\$ 52,766.11	10%	\$ 5,276.61	\$ 58,042.72	\$ 27.9052
CAPT.	14	\$ 52,766.11	11%	\$ 5,804.27	\$ 58,570.38	\$ 28.1588
CAPT.	15	\$ 52,766.11	12%	\$ 6,331.93	\$ 59,098.04	\$ 28.4125
CAPT.	16 & over	\$ 52,766.11	13%	\$ 6,859.59	\$ 59,625.70	\$ 28.6662
B.C.	9	\$ 54,744.39	6%	\$ 3,284.66	\$ 58,029.05	\$ 27.8986
B.C.	10	\$ 54,744.39	7%	\$ 3,832.11	\$ 58,576.50	\$ 28.1618
B.C.	11	\$ 54,744.39	8%	\$ 4,379.55	\$ 59,123.94	\$ 28.4250
B.C.	12	\$ 54,744.39	9%	\$ 4,927.00	\$ 59,671.39	\$ 28.6882
B.C.	13	\$ 54,744.39	10%	\$ 5,474.44	\$ 60,218.83	\$ 28.9514
B.C.	14	\$ 54,744.39	11%	\$ 6,021.88	\$ 60,766.27	\$ 29.2146
B.C.	15	\$ 54,744.39	12%	\$ 6,569.33	\$ 61,313.72	\$ 29.4778
B.C.	16 & over	\$ 54,744.39	13%	\$ 7,116.77	\$ 61,861.16	\$ 29.7409

JANUARY 1, 2008 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from 2007 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 44,396.40	\$ 21.3444	32.0166	1,707.55	1,771.58	1,835.62
FF2	0-3	\$ 44,396.40	\$ 21.3444	32.0166	1,707.55	1,771.58	1,835.62
D/O	0-3	\$ 47,439.93	\$ 22.8077	34.2116	1,824.62	1,893.04	1,961.47
D/O	4	\$ 47,914.33	\$ 23.0357	34.5536	1,842.86	1,911.97	1,981.07
D/O	5	\$ 48,388.73	\$ 23.2638	34.8957	1,861.10	1,930.89	2,000.68
D/O	6	\$ 48,863.13	\$ 23.4919	35.2379	1,879.35	1,949.83	2,020.30
D/O	7	\$ 49,337.53	\$ 23.7200	35.5800	1,897.60	1,968.76	2,039.92
D/O	8	\$ 49,811.93	\$ 23.9480	35.9220	1,915.84	1,987.68	2,059.53
D/O	9	\$ 50,286.33	\$ 24.1761	36.2642	1,934.09	2,006.62	2,079.15
D/O	10	\$ 50,760.73	\$ 24.4042	36.6063	1,952.34	2,025.55	2,098.77
D/O	11	\$ 51,235.12	\$ 24.6323	36.9485	1,970.58	2,044.48	2,118.37
D/O	12	\$ 51,709.52	\$ 24.8603	37.2905	1,988.82	2,063.40	2,137.98
D/O	13	\$ 52,183.92	\$ 25.0884	37.6326	2,007.07	2,082.34	2,157.60
D/O	14	\$ 52,658.32	\$ 25.3165	37.9748	2,025.32	2,101.27	2,177.22
D/O	15	\$ 53,132.72	\$ 25.5446	38.3169	2,043.57	2,120.20	2,196.84
D/O	16 & over	\$ 53,607.12	\$ 25.7727	38.6591	2,061.82	2,139.14	2,216.46
LT.	4	\$ 51,756.77	\$ 24.8831	37.3247	1,990.65	2,065.30	2,139.95
LT.	5	\$ 52,269.22	\$ 25.1294	37.6941	2,010.35	2,085.74	2,161.13
LT.	6	\$ 52,781.66	\$ 25.3758	38.0637	2,030.06	2,106.19	2,182.31
LT.	7	\$ 53,294.10	\$ 25.6222	38.4333	2,049.78	2,126.65	2,203.51
LT.	8	\$ 53,806.55	\$ 25.8685	38.8028	2,069.48	2,147.09	2,224.69
LT.	9	\$ 54,318.99	\$ 26.1149	39.1724	2,089.19	2,167.53	2,245.88
LT.	10	\$ 54,831.43	\$ 26.3613	39.5420	2,108.90	2,187.98	2,267.07
LT.	11	\$ 55,343.88	\$ 26.6076	39.9114	2,128.61	2,208.43	2,288.26
LT.	12	\$ 55,856.32	\$ 26.8540	40.2810	2,148.32	2,228.88	2,309.44
LT.	13	\$ 56,368.76	\$ 27.1004	40.6506	2,168.03	2,249.33	2,330.63
LT.	14	\$ 56,881.21	\$ 27.3467	41.0201	2,187.74	2,269.78	2,351.82
LT.	15	\$ 57,393.65	\$ 27.5931	41.3897	2,207.45	2,290.23	2,373.01
LT.	16 & over	\$ 57,906.09	\$ 27.8395	41.7593	2,227.16	2,310.68	2,394.20
CAPT.	9	\$ 55,932.08	\$ 26.8904	40.3356	2,151.23	2,231.90	2,312.57
CAPT.	10	\$ 56,459.74	\$ 27.1441	40.7162	2,171.53	2,252.96	2,334.39
CAPT.	11	\$ 56,987.40	\$ 27.3978	41.0967	2,191.82	2,274.01	2,356.21
CAPT.	12	\$ 57,515.06	\$ 27.6515	41.4773	2,212.12	2,295.07	2,378.03
CAPT.	13	\$ 58,042.72	\$ 27.9052	41.8578	2,232.42	2,316.14	2,399.85
CAPT.	14	\$ 58,570.38	\$ 28.1588	42.2382	2,252.70	2,337.18	2,421.65
CAPT.	15	\$ 59,098.04	\$ 28.4125	42.6188	2,273.00	2,358.24	2,443.48
CAPT.	16 & over	\$ 59,625.70	\$ 28.6662	42.9993	2,293.30	2,379.30	2,465.30
B.C.	9	\$ 58,029.05	\$ 27.8986	41.8479	2,231.89	2,315.59	2,399.28
B.C.	10	\$ 58,576.50	\$ 28.1618	42.2427	2,252.94	2,337.43	2,421.91
B.C.	11	\$ 59,123.94	\$ 28.4250	42.6375	2,274.00	2,359.28	2,444.55
B.C.	12	\$ 59,671.39	\$ 28.6882	43.0323	2,295.06	2,381.12	2,467.19
B.C.	13	\$ 60,218.83	\$ 28.9514	43.4271	2,316.11	2,402.96	2,489.82
B.C.	14	\$ 60,766.27	\$ 29.2146	43.8219	2,337.17	2,424.81	2,512.46
B.C.	15	\$ 61,313.72	\$ 29.4778	44.2167	2,358.22	2,446.65	2,535.09
B.C.	16 & over	\$ 61,861.16	\$ 29.7409	44.6114	2,379.27	2,468.49	2,557.72

January 1, 2009 Salary Scales

Based on 3% increase from 2008 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 45,728.29			\$ 45,728.29	\$ 21.9848
FF2	0-3	\$ 45,728.29			\$ 45,728.29	\$ 21.9848
D/O	0-3	\$ 48,863.13			\$ 48,863.13	\$ 23.4919
D/O	4	\$ 48,863.13	1%	\$ 488.63	\$ 49,351.76	\$ 23.7268
D/O	5	\$ 48,863.13	2%	\$ 977.26	\$ 49,840.39	\$ 23.9617
D/O	6	\$ 48,863.13	3%	\$ 1,465.89	\$ 50,329.02	\$ 24.1966
D/O	7	\$ 48,863.13	4%	\$ 1,954.53	\$ 50,817.66	\$ 24.4316
D/O	8	\$ 48,863.13	5%	\$ 2,443.16	\$ 51,306.29	\$ 24.6665
D/O	9	\$ 48,863.13	6%	\$ 2,931.79	\$ 51,794.92	\$ 24.9014
D/O	10	\$ 48,863.13	7%	\$ 3,420.42	\$ 52,283.55	\$ 25.1363
D/O	11	\$ 48,863.13	8%	\$ 3,909.05	\$ 52,772.18	\$ 25.3712
D/O	12	\$ 48,863.13	9%	\$ 4,397.68	\$ 53,260.81	\$ 25.6062
D/O	13	\$ 48,863.13	10%	\$ 4,886.31	\$ 53,749.44	\$ 25.8411
D/O	14	\$ 48,863.13	11%	\$ 5,374.94	\$ 54,238.07	\$ 26.0760
D/O	15	\$ 48,863.13	12%	\$ 5,863.58	\$ 54,726.71	\$ 26.3109
D/O	16 & over	\$ 48,863.13	13%	\$ 6,352.21	\$ 55,215.34	\$ 26.5458
LT.	4	\$ 52,781.66	1%	\$ 527.82	\$ 53,309.48	\$ 25.6296
LT.	5	\$ 52,781.66	2%	\$ 1,055.63	\$ 53,837.29	\$ 25.8833
LT.	6	\$ 52,781.66	3%	\$ 1,583.45	\$ 54,365.11	\$ 26.1371
LT.	7	\$ 52,781.66	4%	\$ 2,111.27	\$ 54,892.93	\$ 26.3908
LT.	8	\$ 52,781.66	5%	\$ 2,639.08	\$ 55,420.74	\$ 26.6446
LT.	9	\$ 52,781.66	6%	\$ 3,166.90	\$ 55,948.56	\$ 26.8983
LT.	10	\$ 52,781.66	7%	\$ 3,694.72	\$ 56,476.38	\$ 27.1521
LT.	11	\$ 52,781.66	8%	\$ 4,222.53	\$ 57,004.19	\$ 27.4059
LT.	12	\$ 52,781.66	9%	\$ 4,750.35	\$ 57,532.01	\$ 27.6596
LT.	13	\$ 52,781.66	10%	\$ 5,278.17	\$ 58,059.83	\$ 27.9134
LT.	14	\$ 52,781.66	11%	\$ 5,805.98	\$ 58,587.64	\$ 28.1671
LT.	15	\$ 52,781.66	12%	\$ 6,333.80	\$ 59,115.46	\$ 28.4209
LT.	16 & over	\$ 52,781.66	13%	\$ 6,861.62	\$ 59,643.28	\$ 28.6747
CAPT.	9	\$ 54,349.09	6%	\$ 3,260.95	\$ 57,610.04	\$ 27.6971
CAPT.	10	\$ 54,349.09	7%	\$ 3,804.44	\$ 58,153.53	\$ 27.9584
CAPT.	11	\$ 54,349.09	8%	\$ 4,347.93	\$ 58,697.02	\$ 28.2197
CAPT.	12	\$ 54,349.09	9%	\$ 4,891.42	\$ 59,240.51	\$ 28.4810
CAPT.	13	\$ 54,349.09	10%	\$ 5,434.91	\$ 59,784.00	\$ 28.7423
CAPT.	14	\$ 54,349.09	11%	\$ 5,978.40	\$ 60,327.49	\$ 29.0036
CAPT.	15	\$ 54,349.09	12%	\$ 6,521.89	\$ 60,870.98	\$ 29.2649
CAPT.	16 & over	\$ 54,349.09	13%	\$ 7,065.38	\$ 61,414.47	\$ 29.5262
B.C.	9	\$ 56,386.72	6%	\$ 3,383.20	\$ 59,769.92	\$ 28.7355
B.C.	10	\$ 56,386.72	7%	\$ 3,947.07	\$ 60,333.79	\$ 29.0066
B.C.	11	\$ 56,386.72	8%	\$ 4,510.94	\$ 60,897.66	\$ 29.2777
B.C.	12	\$ 56,386.72	9%	\$ 5,074.80	\$ 61,461.52	\$ 29.5488
B.C.	13	\$ 56,386.72	10%	\$ 5,638.67	\$ 62,025.39	\$ 29.8199
B.C.	14	\$ 56,386.72	11%	\$ 6,202.54	\$ 62,589.26	\$ 30.0910
B.C.	15	\$ 56,386.72	12%	\$ 6,766.41	\$ 63,153.13	\$ 30.3621
B.C.	16 & over	\$ 56,386.72	13%	\$ 7,330.27	\$ 63,716.99	\$ 30.6332

JANUARY 1, 2009 HOURLY/PREMIUM TIME SCALES

Based on 3% increase from 2008 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 45,728.29	\$ 21.9848	32.9772	1,758.78	1,824.73	1,890.69
FF2	0-3	\$ 45,728.29	\$ 21.9848	32.9772	1,758.78	1,824.73	1,890.69
D/O	0-3	\$ 48,863.13	\$ 23.4919	35.2379	1,879.35	1,949.83	2,020.30
D/O	4	\$ 49,351.76	\$ 23.7268	35.5902	1,898.14	1,969.32	2,040.50
D/O	5	\$ 49,840.39	\$ 23.9617	35.9426	1,916.94	1,988.83	2,060.71
D/O	6	\$ 50,329.02	\$ 24.1966	36.2949	1,935.73	2,008.32	2,080.91
D/O	7	\$ 50,817.66	\$ 24.4316	36.6474	1,954.53	2,027.82	2,101.12
D/O	8	\$ 51,306.29	\$ 24.6665	36.9998	1,973.32	2,047.32	2,121.32
D/O	9	\$ 51,794.92	\$ 24.9014	37.3521	1,992.11	2,066.81	2,141.52
D/O	10	\$ 52,283.55	\$ 25.1363	37.7045	2,010.90	2,086.31	2,161.72
D/O	11	\$ 52,772.18	\$ 25.3712	38.0568	2,029.70	2,105.81	2,181.93
D/O	12	\$ 53,260.81	\$ 25.6062	38.4093	2,048.50	2,125.32	2,202.14
D/O	13	\$ 53,749.44	\$ 25.8411	38.7617	2,067.29	2,144.81	2,222.34
D/O	14	\$ 54,238.07	\$ 26.0760	39.1140	2,086.08	2,164.31	2,242.54
D/O	15	\$ 54,726.71	\$ 26.3109	39.4664	2,104.87	2,183.80	2,262.74
D/O	16 & over	\$ 55,215.34	\$ 26.5458	39.8187	2,123.66	2,203.30	2,282.93
LT.	4	\$ 53,309.48	\$ 25.6296	38.4444	2,050.37	2,127.26	2,204.15
LT.	5	\$ 53,837.29	\$ 25.8833	38.8250	2,070.66	2,148.31	2,225.96
LT.	6	\$ 54,365.11	\$ 26.1371	39.2057	2,090.97	2,169.38	2,247.79
LT.	7	\$ 54,892.93	\$ 26.3908	39.5862	2,111.26	2,190.43	2,269.60
LT.	8	\$ 55,420.74	\$ 26.6446	39.9669	2,131.57	2,211.50	2,291.44
LT.	9	\$ 55,948.56	\$ 26.8983	40.3475	2,151.86	2,232.56	2,313.25
LT.	10	\$ 56,476.38	\$ 27.1521	40.7282	2,172.17	2,253.63	2,335.08
LT.	11	\$ 57,004.19	\$ 27.4059	41.1089	2,192.47	2,274.69	2,356.91
LT.	12	\$ 57,532.01	\$ 27.6596	41.4894	2,212.77	2,295.75	2,378.73
LT.	13	\$ 58,059.83	\$ 27.9134	41.8701	2,233.07	2,316.81	2,400.55
LT.	14	\$ 58,587.64	\$ 28.1671	42.2507	2,253.37	2,337.87	2,422.37
LT.	15	\$ 59,115.46	\$ 28.4209	42.6314	2,273.67	2,358.93	2,444.20
LT.	16 & over	\$ 59,643.28	\$ 28.6747	43.0121	2,293.98	2,380.00	2,466.03
CAPT.	9	\$ 57,610.04	\$ 27.6971	41.5457	2,215.77	2,298.86	2,381.95
CAPT.	10	\$ 58,153.53	\$ 27.9584	41.9376	2,236.67	2,320.55	2,404.42
CAPT.	11	\$ 58,697.02	\$ 28.2197	42.3296	2,257.58	2,342.24	2,426.90
CAPT.	12	\$ 59,240.51	\$ 28.4810	42.7215	2,278.48	2,363.92	2,449.37
CAPT.	13	\$ 59,784.00	\$ 28.7423	43.1135	2,299.38	2,385.61	2,471.83
CAPT.	14	\$ 60,327.49	\$ 29.0036	43.5054	2,320.29	2,407.30	2,494.31
CAPT.	15	\$ 60,870.98	\$ 29.2649	43.8974	2,341.19	2,428.98	2,516.78
CAPT.	16 & over	\$ 61,414.47	\$ 29.5262	44.2893	2,362.10	2,450.68	2,539.26
B.C.	9	\$ 59,769.92	\$ 28.7355	43.1033	2,298.84	2,385.05	2,471.25
B.C.	10	\$ 60,333.79	\$ 29.0066	43.5099	2,320.53	2,407.55	2,494.57
B.C.	11	\$ 60,897.66	\$ 29.2777	43.9166	2,342.22	2,430.05	2,517.89
B.C.	12	\$ 61,461.52	\$ 29.5488	44.3232	2,363.90	2,452.55	2,541.19
B.C.	13	\$ 62,025.39	\$ 29.8199	44.7299	2,385.59	2,475.05	2,564.51
B.C.	14	\$ 62,589.26	\$ 30.0910	45.1365	2,407.28	2,497.55	2,587.83
B.C.	15	\$ 63,153.13	\$ 30.3621	45.5432	2,428.97	2,520.06	2,611.14
B.C.	16 & over	\$ 63,716.99	\$ 30.6332	45.9498	2,450.66	2,542.56	2,634.46

January 1, 2010 Salary Scales

Based on 4% increase from 2009 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 47,557.42			\$ 47,557.42	\$ 22.8641
FF2	0-3	\$ 47,557.42			\$ 47,557.42	\$ 22.8641
D/O	0-3	\$ 50,817.66			\$ 50,817.66	\$ 24.4316
D/O	4	\$ 50,817.66	1%	\$ 508.18	\$ 51,325.84	\$ 24.6759
D/O	5	\$ 50,817.66	2%	\$ 1,016.35	\$ 51,834.01	\$ 24.9202
D/O	6	\$ 50,817.66	3%	\$ 1,524.53	\$ 52,342.19	\$ 25.1645
D/O	7	\$ 50,817.66	4%	\$ 2,032.71	\$ 52,850.37	\$ 25.4088
D/O	8	\$ 50,817.66	5%	\$ 2,540.88	\$ 53,358.54	\$ 25.6531
D/O	9	\$ 50,817.66	6%	\$ 3,049.06	\$ 53,866.72	\$ 25.8975
D/O	10	\$ 50,817.66	7%	\$ 3,557.24	\$ 54,374.90	\$ 26.1418
D/O	11	\$ 50,817.66	8%	\$ 4,065.41	\$ 54,883.07	\$ 26.3861
D/O	12	\$ 50,817.66	9%	\$ 4,573.59	\$ 55,391.25	\$ 26.6304
D/O	13	\$ 50,817.66	10%	\$ 5,081.77	\$ 55,899.43	\$ 26.8747
D/O	14	\$ 50,817.66	11%	\$ 5,589.94	\$ 56,407.60	\$ 27.1190
D/O	15	\$ 50,817.66	12%	\$ 6,098.12	\$ 56,915.78	\$ 27.3634
D/O	16 & over	\$ 50,817.66	13%	\$ 6,606.30	\$ 57,423.96	\$ 27.6077
LT.	4	\$ 54,892.93	1%	\$ 548.93	\$ 55,441.86	\$ 26.6547
LT.	5	\$ 54,892.93	2%	\$ 1,097.86	\$ 55,990.79	\$ 26.9186
LT.	6	\$ 54,892.93	3%	\$ 1,646.79	\$ 56,539.72	\$ 27.1826
LT.	7	\$ 54,892.93	4%	\$ 2,195.72	\$ 57,088.65	\$ 27.4465
LT.	8	\$ 54,892.93	5%	\$ 2,744.65	\$ 57,637.58	\$ 27.7104
LT.	9	\$ 54,892.93	6%	\$ 3,293.58	\$ 58,186.51	\$ 27.9743
LT.	10	\$ 54,892.93	7%	\$ 3,842.51	\$ 58,735.44	\$ 28.2382
LT.	11	\$ 54,892.93	8%	\$ 4,391.43	\$ 59,284.36	\$ 28.5021
LT.	12	\$ 54,892.93	9%	\$ 4,940.36	\$ 59,833.29	\$ 28.7660
LT.	13	\$ 54,892.93	10%	\$ 5,489.29	\$ 60,382.22	\$ 29.0299
LT.	14	\$ 54,892.93	11%	\$ 6,038.22	\$ 60,931.15	\$ 29.2938
LT.	15	\$ 54,892.93	12%	\$ 6,587.15	\$ 61,480.08	\$ 29.5577
LT.	16 & over	\$ 54,892.93	13%	\$ 7,136.08	\$ 62,029.01	\$ 29.8216
CAPT.	9	\$ 56,523.05	6%	\$ 3,391.38	\$ 59,914.43	\$ 28.8050
CAPT.	10	\$ 56,523.05	7%	\$ 3,956.61	\$ 60,479.66	\$ 29.0768
CAPT.	11	\$ 56,523.05	8%	\$ 4,521.84	\$ 61,044.89	\$ 29.3485
CAPT.	12	\$ 56,523.05	9%	\$ 5,087.07	\$ 61,610.12	\$ 29.6203
CAPT.	13	\$ 56,523.05	10%	\$ 5,652.31	\$ 62,175.36	\$ 29.8920
CAPT.	14	\$ 56,523.05	11%	\$ 6,217.54	\$ 62,740.59	\$ 30.1637
CAPT.	15	\$ 56,523.05	12%	\$ 6,782.77	\$ 63,305.82	\$ 30.4355
CAPT.	16 & over	\$ 56,523.05	13%	\$ 7,348.00	\$ 63,871.05	\$ 30.7072
B.C.	9	\$ 58,642.19	6%	\$ 3,518.53	\$ 62,160.72	\$ 29.8850
B.C.	10	\$ 58,642.19	7%	\$ 4,104.95	\$ 62,747.14	\$ 30.1669
B.C.	11	\$ 58,642.19	8%	\$ 4,691.38	\$ 63,333.57	\$ 30.4488
B.C.	12	\$ 58,642.19	9%	\$ 5,277.80	\$ 63,919.99	\$ 30.7308
B.C.	13	\$ 58,642.19	10%	\$ 5,864.22	\$ 64,506.41	\$ 31.0127
B.C.	14	\$ 58,642.19	11%	\$ 6,450.64	\$ 65,092.83	\$ 31.2946
B.C.	15	\$ 58,642.19	12%	\$ 7,037.06	\$ 65,679.25	\$ 31.5766
B.C.	16 & over	\$ 58,642.19	13%	\$ 7,623.48	\$ 66,265.67	\$ 31.8585

JANUARY 1, 2010 HOURLY/PREMIUM TIME SCALES

Based on 4% increase from 2009 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 47,557.42	\$ 22.8641	34.2962	1,829.13	1,897.72	1,966.31
FF2	0-3	\$ 47,557.42	\$ 22.8641	34.2962	1,829.13	1,897.72	1,966.31
D/O	0-3	\$ 50,817.66	\$ 24.4316	36.6474	1,954.53	2,027.82	2,101.12
D/O	4	\$ 51,325.84	\$ 24.6759	37.0139	1,974.07	2,048.10	2,122.13
D/O	5	\$ 51,834.01	\$ 24.9202	37.3803	1,993.62	2,068.38	2,143.14
D/O	6	\$ 52,342.19	\$ 25.1645	37.7468	2,013.16	2,088.65	2,164.15
D/O	7	\$ 52,850.37	\$ 25.4088	38.1132	2,032.70	2,108.93	2,185.15
D/O	8	\$ 53,358.54	\$ 25.6531	38.4797	2,052.25	2,129.21	2,206.17
D/O	9	\$ 53,866.72	\$ 25.8975	38.8463	2,071.80	2,149.49	2,227.19
D/O	10	\$ 54,374.90	\$ 26.1418	39.2127	2,091.34	2,169.77	2,248.19
D/O	11	\$ 54,883.07	\$ 26.3861	39.5792	2,110.89	2,190.05	2,269.21
D/O	12	\$ 55,391.25	\$ 26.6304	39.9456	2,130.43	2,210.32	2,290.21
D/O	13	\$ 55,899.43	\$ 26.8747	40.3121	2,149.98	2,230.60	2,311.23
D/O	14	\$ 56,407.60	\$ 27.1190	40.6785	2,169.52	2,250.88	2,332.23
D/O	15	\$ 56,915.78	\$ 27.3634	41.0451	2,189.07	2,271.16	2,353.25
D/O	16 & over	\$ 57,423.96	\$ 27.6077	41.4116	2,208.62	2,291.44	2,374.27
LT.	4	\$ 55,441.86	\$ 26.6547	39.9821	2,132.38	2,212.34	2,292.31
LT.	5	\$ 55,990.79	\$ 26.9186	40.3779	2,153.49	2,234.25	2,315.00
LT.	6	\$ 56,539.72	\$ 27.1826	40.7739	2,174.61	2,256.16	2,337.71
LT.	7	\$ 57,088.65	\$ 27.4465	41.1698	2,195.72	2,278.06	2,360.40
LT.	8	\$ 57,637.58	\$ 27.7104	41.5656	2,216.83	2,299.96	2,383.09
LT.	9	\$ 58,186.51	\$ 27.9743	41.9615	2,237.94	2,321.86	2,405.79
LT.	10	\$ 58,735.44	\$ 28.2382	42.3573	2,259.06	2,343.77	2,428.49
LT.	11	\$ 59,284.36	\$ 28.5021	42.7532	2,280.17	2,365.68	2,451.18
LT.	12	\$ 59,833.29	\$ 28.7660	43.1490	2,301.28	2,387.58	2,473.88
LT.	13	\$ 60,382.22	\$ 29.0299	43.5449	2,322.39	2,409.48	2,496.57
LT.	14	\$ 60,931.15	\$ 29.2938	43.9407	2,343.50	2,431.38	2,519.26
LT.	15	\$ 61,480.08	\$ 29.5577	44.3366	2,364.62	2,453.29	2,541.97
LT.	16 & over	\$ 62,029.01	\$ 29.8216	44.7324	2,385.73	2,475.19	2,564.66
CAPT.	9	\$ 59,914.43	\$ 28.8050	43.2075	2,304.40	2,390.82	2,477.23
CAPT.	10	\$ 60,479.66	\$ 29.0768	43.6152	2,326.14	2,413.37	2,500.60
CAPT.	11	\$ 61,044.89	\$ 29.3485	44.0228	2,347.88	2,435.93	2,523.97
CAPT.	12	\$ 61,610.12	\$ 29.6203	44.4305	2,369.62	2,458.48	2,547.34
CAPT.	13	\$ 62,175.36	\$ 29.8920	44.8380	2,391.36	2,481.04	2,570.71
CAPT.	14	\$ 62,740.59	\$ 30.1637	45.2456	2,413.10	2,503.59	2,594.08
CAPT.	15	\$ 63,305.82	\$ 30.4355	45.6533	2,434.84	2,526.15	2,617.45
CAPT.	16 & over	\$ 63,871.05	\$ 30.7072	46.0608	2,456.58	2,548.70	2,640.82
B.C.	9	\$ 62,160.72	\$ 29.8850	44.8275	2,390.80	2,480.46	2,570.11
B.C.	10	\$ 62,747.14	\$ 30.1669	45.2504	2,413.35	2,503.85	2,594.35
B.C.	11	\$ 63,333.57	\$ 30.4488	45.6732	2,435.90	2,527.25	2,618.59
B.C.	12	\$ 63,919.99	\$ 30.7308	46.0962	2,458.46	2,550.65	2,642.84
B.C.	13	\$ 64,506.41	\$ 31.0127	46.5191	2,481.02	2,574.06	2,667.10
B.C.	14	\$ 65,092.83	\$ 31.2946	46.9419	2,503.57	2,597.45	2,691.34
B.C.	15	\$ 65,679.25	\$ 31.5766	47.3649	2,526.13	2,620.86	2,715.59
B.C.	16 & over	\$ 66,265.67	\$ 31.8585	47.7878	2,548.68	2,644.26	2,739.83

January 1, 2011 Salary Scales

Based on 2% increase from 2010 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 48,508.57			\$ 48,508.57	\$ 23.3214
FF2	0-3	\$ 48,508.57			\$ 48,508.57	\$ 23.3214
D/O	0-3	\$ 51,834.01			\$ 51,834.01	\$ 24.9202
D/O	4	\$ 51,834.01	1%	\$ 518.34	\$ 52,352.35	\$ 25.1694
D/O	5	\$ 51,834.01	2%	\$ 1,036.68	\$ 52,870.69	\$ 25.4186
D/O	6	\$ 51,834.01	3%	\$ 1,555.02	\$ 53,389.03	\$ 25.6678
D/O	7	\$ 51,834.01	4%	\$ 2,073.36	\$ 53,907.37	\$ 25.9170
D/O	8	\$ 51,834.01	5%	\$ 2,591.70	\$ 54,425.71	\$ 26.1662
D/O	9	\$ 51,834.01	6%	\$ 3,110.04	\$ 54,944.05	\$ 26.4154
D/O	10	\$ 51,834.01	7%	\$ 3,628.38	\$ 55,462.39	\$ 26.6646
D/O	11	\$ 51,834.01	8%	\$ 4,146.72	\$ 55,980.73	\$ 26.9138
D/O	12	\$ 51,834.01	9%	\$ 4,665.06	\$ 56,499.07	\$ 27.1630
D/O	13	\$ 51,834.01	10%	\$ 5,183.40	\$ 57,017.41	\$ 27.4122
D/O	14	\$ 51,834.01	11%	\$ 5,701.74	\$ 57,535.75	\$ 27.6614
D/O	15	\$ 51,834.01	12%	\$ 6,220.08	\$ 58,054.09	\$ 27.9106
D/O	16 & over	\$ 51,834.01	13%	\$ 6,738.42	\$ 58,572.43	\$ 28.1598
LT.	4	\$ 55,990.79	1%	\$ 559.91	\$ 56,550.70	\$ 27.1878
LT.	5	\$ 55,990.79	2%	\$ 1,119.82	\$ 57,110.61	\$ 27.4570
LT.	6	\$ 55,990.79	3%	\$ 1,679.72	\$ 57,670.51	\$ 27.7262
LT.	7	\$ 55,990.79	4%	\$ 2,239.63	\$ 58,230.42	\$ 27.9954
LT.	8	\$ 55,990.79	5%	\$ 2,799.54	\$ 58,790.33	\$ 28.2646
LT.	9	\$ 55,990.79	6%	\$ 3,359.45	\$ 59,350.24	\$ 28.5338
LT.	10	\$ 55,990.79	7%	\$ 3,919.36	\$ 59,910.15	\$ 28.8030
LT.	11	\$ 55,990.79	8%	\$ 4,479.26	\$ 60,470.05	\$ 29.0721
LT.	12	\$ 55,990.79	9%	\$ 5,039.17	\$ 61,029.96	\$ 29.3413
LT.	13	\$ 55,990.79	10%	\$ 5,599.08	\$ 61,589.87	\$ 29.6105
LT.	14	\$ 55,990.79	11%	\$ 6,158.99	\$ 62,149.78	\$ 29.8797
LT.	15	\$ 55,990.79	12%	\$ 6,718.89	\$ 62,709.68	\$ 30.1489
LT.	16 & over	\$ 55,990.79	13%	\$ 7,278.80	\$ 63,269.59	\$ 30.4181
CAPT.	9	\$ 57,653.51	6%	\$ 3,459.21	\$ 61,112.72	\$ 29.3811
CAPT.	10	\$ 57,653.51	7%	\$ 4,035.75	\$ 61,689.26	\$ 29.6583
CAPT.	11	\$ 57,653.51	8%	\$ 4,612.28	\$ 62,265.79	\$ 29.9355
CAPT.	12	\$ 57,653.51	9%	\$ 5,188.82	\$ 62,842.33	\$ 30.2127
CAPT.	13	\$ 57,653.51	10%	\$ 5,765.35	\$ 63,418.86	\$ 30.4898
CAPT.	14	\$ 57,653.51	11%	\$ 6,341.89	\$ 63,995.40	\$ 30.7670
CAPT.	15	\$ 57,653.51	12%	\$ 6,918.42	\$ 64,571.93	\$ 31.0442
CAPT.	16 & over	\$ 57,653.51	13%	\$ 7,494.96	\$ 65,148.47	\$ 31.3214
B.C.	9	\$ 59,815.03	6%	\$ 3,588.90	\$ 63,403.93	\$ 30.4827
B.C.	10	\$ 59,815.03	7%	\$ 4,187.05	\$ 64,002.08	\$ 30.7702
B.C.	11	\$ 59,815.03	8%	\$ 4,785.20	\$ 64,600.23	\$ 31.0578
B.C.	12	\$ 59,815.03	9%	\$ 5,383.35	\$ 65,198.38	\$ 31.3454
B.C.	13	\$ 59,815.03	10%	\$ 5,981.50	\$ 65,796.53	\$ 31.6329
B.C.	14	\$ 59,815.03	11%	\$ 6,579.65	\$ 66,394.68	\$ 31.9205
B.C.	15	\$ 59,815.03	12%	\$ 7,177.80	\$ 66,992.83	\$ 32.2081
B.C.	16 & over	\$ 59,815.03	13%	\$ 7,775.95	\$ 67,590.98	\$ 32.4957

JANUARY 1, 2011 HOURLY/PREMIUM TIME SCALES

Based on 2% increase from 2010 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 48,508.57	\$ 23.3214	34.9821	1,865.71	1,935.67	2,005.64
FF2	0-3	\$ 48,508.57	\$ 23.3214	34.9821	1,865.71	1,935.67	2,005.64
D/O	0-3	\$ 51,834.01	\$ 24.9202	37.3803	1,993.62	2,068.38	2,143.14
D/O	4	\$ 52,352.35	\$ 25.1694	37.7541	2,013.55	2,089.06	2,164.57
D/O	5	\$ 52,870.69	\$ 25.4186	38.1279	2,033.49	2,109.75	2,186.00
D/O	6	\$ 53,389.03	\$ 25.6678	38.5017	2,053.42	2,130.42	2,207.43
D/O	7	\$ 53,907.37	\$ 25.9170	38.8755	2,073.36	2,151.11	2,228.86
D/O	8	\$ 54,425.71	\$ 26.1662	39.2493	2,093.30	2,171.80	2,250.30
D/O	9	\$ 54,944.05	\$ 26.4154	39.6231	2,113.23	2,192.48	2,271.72
D/O	10	\$ 55,462.39	\$ 26.6646	39.9969	2,133.17	2,213.16	2,293.16
D/O	11	\$ 55,980.73	\$ 26.9138	40.3707	2,153.10	2,233.84	2,314.58
D/O	12	\$ 56,499.07	\$ 27.1630	40.7445	2,173.04	2,254.53	2,336.02
D/O	13	\$ 57,017.41	\$ 27.4122	41.1183	2,192.98	2,275.22	2,357.45
D/O	14	\$ 57,535.75	\$ 27.6614	41.4921	2,212.91	2,295.89	2,378.88
D/O	15	\$ 58,054.09	\$ 27.9106	41.8659	2,232.85	2,316.58	2,400.31
D/O	16 & over	\$ 58,572.43	\$ 28.1598	42.2397	2,252.78	2,337.26	2,421.74
LT.	4	\$ 56,550.70	\$ 27.1878	40.7817	2,175.02	2,256.58	2,338.15
LT.	5	\$ 57,110.61	\$ 27.4570	41.1855	2,196.56	2,278.93	2,361.30
LT.	6	\$ 57,670.51	\$ 27.7262	41.5893	2,218.10	2,301.28	2,384.46
LT.	7	\$ 58,230.42	\$ 27.9954	41.9931	2,239.63	2,323.62	2,407.60
LT.	8	\$ 58,790.33	\$ 28.2646	42.3969	2,261.17	2,345.96	2,430.76
LT.	9	\$ 59,350.24	\$ 28.5338	42.8007	2,282.70	2,368.30	2,453.90
LT.	10	\$ 59,910.15	\$ 28.8030	43.2045	2,304.24	2,390.65	2,477.06
LT.	11	\$ 60,470.05	\$ 29.0721	43.6082	2,325.77	2,412.99	2,500.20
LT.	12	\$ 61,029.96	\$ 29.3413	44.0120	2,347.30	2,435.32	2,523.35
LT.	13	\$ 61,589.87	\$ 29.6105	44.4158	2,368.84	2,457.67	2,546.50
LT.	14	\$ 62,149.78	\$ 29.8797	44.8196	2,390.38	2,480.02	2,569.66
LT.	15	\$ 62,709.68	\$ 30.1489	45.2234	2,411.91	2,502.36	2,592.80
LT.	16 & over	\$ 63,269.59	\$ 30.4181	45.6272	2,433.45	2,524.70	2,615.96
CAPT.	9	\$ 61,112.72	\$ 29.3811	44.0717	2,350.49	2,438.63	2,526.78
CAPT.	10	\$ 61,689.26	\$ 29.6583	44.4875	2,372.66	2,461.64	2,550.61
CAPT.	11	\$ 62,265.79	\$ 29.9355	44.9033	2,394.84	2,484.65	2,574.45
CAPT.	12	\$ 62,842.33	\$ 30.2127	45.3191	2,417.02	2,507.66	2,598.30
CAPT.	13	\$ 63,418.86	\$ 30.4898	45.7347	2,439.18	2,530.65	2,622.12
CAPT.	14	\$ 63,995.40	\$ 30.7670	46.1505	2,461.36	2,553.66	2,645.96
CAPT.	15	\$ 64,571.93	\$ 31.0442	46.5663	2,483.54	2,576.67	2,669.81
CAPT.	16 & over	\$ 65,148.47	\$ 31.3214	46.9821	2,505.71	2,599.67	2,693.64
B.C.	9	\$ 63,403.93	\$ 30.4827	45.7241	2,438.62	2,530.07	2,621.52
B.C.	10	\$ 64,002.08	\$ 30.7702	46.1553	2,461.62	2,553.93	2,646.24
B.C.	11	\$ 64,600.23	\$ 31.0578	46.5867	2,484.62	2,577.79	2,670.97
B.C.	12	\$ 65,198.38	\$ 31.3454	47.0181	2,507.63	2,601.67	2,695.70
B.C.	13	\$ 65,796.53	\$ 31.6329	47.4494	2,530.63	2,625.53	2,720.43
B.C.	14	\$ 66,394.68	\$ 31.9205	47.8808	2,553.64	2,649.40	2,745.16
B.C.	15	\$ 66,992.83	\$ 32.2081	48.3122	2,576.65	2,673.27	2,769.90
B.C.	16 & over	\$ 67,590.98	\$ 32.4957	48.7436	2,599.66	2,697.15	2,794.63

July 1, 2011 Salary Scales

Based on 2% increase from January 1, 2011 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 49,478.74			\$ 49,478.74	\$ 23.7879
FF2	0-3	\$ 49,478.74			\$ 49,478.74	\$ 23.7879
D/O	0-3	\$ 52,870.69			\$ 52,870.69	\$ 25.4186
D/O	4	\$ 52,870.69	1%	\$ 528.71	\$ 53,399.40	\$ 25.6728
D/O	5	\$ 52,870.69	2%	\$ 1,057.41	\$ 53,928.10	\$ 25.9270
D/O	6	\$ 52,870.69	3%	\$ 1,586.12	\$ 54,456.81	\$ 26.1812
D/O	7	\$ 52,870.69	4%	\$ 2,114.83	\$ 54,985.52	\$ 26.4353
D/O	8	\$ 52,870.69	5%	\$ 2,643.53	\$ 55,514.22	\$ 26.6895
D/O	9	\$ 52,870.69	6%	\$ 3,172.24	\$ 56,042.93	\$ 26.9437
D/O	10	\$ 52,870.69	7%	\$ 3,700.95	\$ 56,571.64	\$ 27.1979
D/O	11	\$ 52,870.69	8%	\$ 4,229.66	\$ 57,100.35	\$ 27.4521
D/O	12	\$ 52,870.69	9%	\$ 4,758.36	\$ 57,629.05	\$ 27.7063
D/O	13	\$ 52,870.69	10%	\$ 5,287.07	\$ 58,157.76	\$ 27.9605
D/O	14	\$ 52,870.69	11%	\$ 5,815.78	\$ 58,686.47	\$ 28.2146
D/O	15	\$ 52,870.69	12%	\$ 6,344.48	\$ 59,215.17	\$ 28.4688
D/O	16 & over	\$ 52,870.69	13%	\$ 6,873.19	\$ 59,743.88	\$ 28.7230
LT.	4	\$ 57,110.61	1%	\$ 571.11	\$ 57,681.72	\$ 27.7316
LT.	5	\$ 57,110.61	2%	\$ 1,142.21	\$ 58,252.82	\$ 28.0062
LT.	6	\$ 57,110.61	3%	\$ 1,713.32	\$ 58,823.93	\$ 28.2807
LT.	7	\$ 57,110.61	4%	\$ 2,284.42	\$ 59,395.03	\$ 28.5553
LT.	8	\$ 57,110.61	5%	\$ 2,855.53	\$ 59,966.14	\$ 28.8299
LT.	9	\$ 57,110.61	6%	\$ 3,426.64	\$ 60,537.25	\$ 29.1044
LT.	10	\$ 57,110.61	7%	\$ 3,997.74	\$ 61,108.35	\$ 29.3790
LT.	11	\$ 57,110.61	8%	\$ 4,568.85	\$ 61,679.46	\$ 29.6536
LT.	12	\$ 57,110.61	9%	\$ 5,139.95	\$ 62,250.56	\$ 29.9282
LT.	13	\$ 57,110.61	10%	\$ 5,711.06	\$ 62,821.67	\$ 30.2027
LT.	14	\$ 57,110.61	11%	\$ 6,282.17	\$ 63,392.78	\$ 30.4773
LT.	15	\$ 57,110.61	12%	\$ 6,853.27	\$ 63,963.88	\$ 30.7519
LT.	16 & over	\$ 57,110.61	13%	\$ 7,424.38	\$ 64,534.99	\$ 31.0264
CAPT.	9	\$ 58,806.58	6%	\$ 3,528.39	\$ 62,334.97	\$ 29.9687
CAPT.	10	\$ 58,806.58	7%	\$ 4,116.46	\$ 62,923.04	\$ 30.2515
CAPT.	11	\$ 58,806.58	8%	\$ 4,704.53	\$ 63,511.11	\$ 30.5342
CAPT.	12	\$ 58,806.58	9%	\$ 5,292.59	\$ 64,099.17	\$ 30.8169
CAPT.	13	\$ 58,806.58	10%	\$ 5,880.66	\$ 64,687.24	\$ 31.0996
CAPT.	14	\$ 58,806.58	11%	\$ 6,468.72	\$ 65,275.30	\$ 31.3824
CAPT.	15	\$ 58,806.58	12%	\$ 7,056.79	\$ 65,863.37	\$ 31.6651
CAPT.	16 & over	\$ 58,806.58	13%	\$ 7,644.86	\$ 66,451.44	\$ 31.9478
B.C.	9	\$ 61,011.33	6%	\$ 3,660.68	\$ 64,672.01	\$ 31.0923
B.C.	10	\$ 61,011.33	7%	\$ 4,270.79	\$ 65,282.12	\$ 31.3856
B.C.	11	\$ 61,011.33	8%	\$ 4,880.91	\$ 65,892.24	\$ 31.6790
B.C.	12	\$ 61,011.33	9%	\$ 5,491.02	\$ 66,502.35	\$ 31.9723
B.C.	13	\$ 61,011.33	10%	\$ 6,101.13	\$ 67,112.46	\$ 32.2656
B.C.	14	\$ 61,011.33	11%	\$ 6,711.25	\$ 67,722.58	\$ 32.5589
B.C.	15	\$ 61,011.33	12%	\$ 7,321.36	\$ 68,332.69	\$ 32.8523
B.C.	16 & over	\$ 61,011.33	13%	\$ 7,931.47	\$ 68,942.80	\$ 33.1456

JULY 1, 2011 HOURLY/PREMIUM TIME SCALES

Based on 2% increase from January 1, 2011 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 49,478.74	\$ 23.7879	35.6819	1,903.03	1,974.39	2,045.76
FF2	0-3	\$ 49,478.74	\$ 23.7879	35.6819	1,903.03	1,974.39	2,045.76
D/O	0-3	\$ 52,870.69	\$ 25.4186	38.1279	2,033.49	2,109.75	2,186.00
D/O	4	\$ 53,399.40	\$ 25.6728	38.5092	2,053.82	2,130.84	2,207.86
D/O	5	\$ 53,928.10	\$ 25.9270	38.8905	2,074.16	2,151.94	2,229.72
D/O	6	\$ 54,456.81	\$ 26.1812	39.2718	2,094.50	2,173.04	2,251.59
D/O	7	\$ 54,985.52	\$ 26.4353	39.6530	2,114.82	2,194.13	2,273.43
D/O	8	\$ 55,514.22	\$ 26.6895	40.0343	2,135.16	2,215.23	2,295.30
D/O	9	\$ 56,042.93	\$ 26.9437	40.4156	2,155.50	2,236.33	2,317.16
D/O	10	\$ 56,571.64	\$ 27.1979	40.7969	2,175.83	2,257.42	2,339.02
D/O	11	\$ 57,100.35	\$ 27.4521	41.1782	2,196.17	2,278.53	2,360.88
D/O	12	\$ 57,629.05	\$ 27.7063	41.5595	2,216.50	2,299.62	2,382.74
D/O	13	\$ 58,157.76	\$ 27.9605	41.9408	2,236.84	2,320.72	2,404.60
D/O	14	\$ 58,686.47	\$ 28.2146	42.3219	2,257.17	2,341.81	2,426.46
D/O	15	\$ 59,215.17	\$ 28.4688	42.7032	2,277.50	2,362.91	2,448.31
D/O	16 & over	\$ 59,743.88	\$ 28.7230	43.0845	2,297.84	2,384.01	2,470.18
LT.	4	\$ 57,681.72	\$ 27.7316	41.5974	2,218.53	2,301.72	2,384.92
LT.	5	\$ 58,252.82	\$ 28.0062	42.0093	2,240.50	2,324.52	2,408.54
LT.	6	\$ 58,823.93	\$ 28.2807	42.4211	2,262.46	2,347.30	2,432.14
LT.	7	\$ 59,395.03	\$ 28.5553	42.8330	2,284.42	2,370.09	2,455.75
LT.	8	\$ 59,966.14	\$ 28.8299	43.2449	2,306.39	2,392.88	2,479.37
LT.	9	\$ 60,537.25	\$ 29.1044	43.6566	2,328.35	2,415.66	2,502.98
LT.	10	\$ 61,108.35	\$ 29.3790	44.0685	2,350.32	2,438.46	2,526.59
LT.	11	\$ 61,679.46	\$ 29.6536	44.4804	2,372.29	2,461.25	2,550.21
LT.	12	\$ 62,250.56	\$ 29.9282	44.8923	2,394.26	2,484.04	2,573.83
LT.	13	\$ 62,821.67	\$ 30.2027	45.3041	2,416.22	2,506.83	2,597.44
LT.	14	\$ 63,392.78	\$ 30.4773	45.7160	2,438.18	2,529.61	2,621.04
LT.	15	\$ 63,963.88	\$ 30.7519	46.1279	2,460.15	2,552.41	2,644.66
LT.	16 & over	\$ 64,534.99	\$ 31.0264	46.5396	2,482.11	2,575.19	2,668.27
CAPT.	9	\$ 62,334.97	\$ 29.9687	44.9531	2,397.50	2,487.41	2,577.31
CAPT.	10	\$ 62,923.04	\$ 30.2515	45.3773	2,420.12	2,510.87	2,601.63
CAPT.	11	\$ 63,511.11	\$ 30.5342	45.8013	2,442.74	2,534.34	2,625.95
CAPT.	12	\$ 64,099.17	\$ 30.8169	46.2254	2,465.35	2,557.80	2,650.25
CAPT.	13	\$ 64,687.24	\$ 31.0996	46.6494	2,487.97	2,581.27	2,674.57
CAPT.	14	\$ 65,275.30	\$ 31.3824	47.0736	2,510.59	2,604.74	2,698.88
CAPT.	15	\$ 65,863.37	\$ 31.6651	47.4977	2,533.21	2,628.21	2,723.20
CAPT.	16 & over	\$ 66,451.44	\$ 31.9478	47.9217	2,555.82	2,651.66	2,747.51
B.C.	9	\$ 64,672.01	\$ 31.0923	46.6385	2,487.38	2,580.66	2,673.93
B.C.	10	\$ 65,282.12	\$ 31.3856	47.0784	2,510.85	2,605.01	2,699.16
B.C.	11	\$ 65,892.24	\$ 31.6790	47.5185	2,534.32	2,629.36	2,724.39
B.C.	12	\$ 66,502.35	\$ 31.9723	47.9585	2,557.78	2,653.70	2,749.61
B.C.	13	\$ 67,112.46	\$ 32.2656	48.3984	2,581.25	2,678.05	2,774.84
B.C.	14	\$ 67,722.58	\$ 32.5589	48.8384	2,604.71	2,702.39	2,800.06
B.C.	15	\$ 68,332.69	\$ 32.8523	49.2785	2,628.18	2,726.74	2,825.29
B.C.	16 & over	\$ 68,942.80	\$ 33.1456	49.7184	2,651.65	2,751.09	2,850.52

January 1, 2012 Salary Scales

Based on 4% increase from July 1, 2011 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Base	Longevity Percentage	Longevity	Salary	Hourly Rate
FF1	0-3	\$ 51,457.89			\$ 51,457.89	\$ 24.7394
FF2	0-3	\$ 51,457.89			\$ 51,457.89	\$ 24.7394
D/O	0-3	\$ 54,985.52			\$ 54,985.52	\$ 26.4353
D/O	4	\$ 54,985.52	1%	\$ 549.86	\$ 55,535.38	\$ 26.6997
D/O	5	\$ 54,985.52	2%	\$ 1,099.71	\$ 56,085.23	\$ 26.9641
D/O	6	\$ 54,985.52	3%	\$ 1,649.57	\$ 56,635.09	\$ 27.2284
D/O	7	\$ 54,985.52	4%	\$ 2,199.42	\$ 57,184.94	\$ 27.4928
D/O	8	\$ 54,985.52	5%	\$ 2,749.28	\$ 57,734.80	\$ 27.7571
D/O	9	\$ 54,985.52	6%	\$ 3,299.13	\$ 58,284.65	\$ 28.0215
D/O	10	\$ 54,985.52	7%	\$ 3,848.99	\$ 58,834.51	\$ 28.2858
D/O	11	\$ 54,985.52	8%	\$ 4,398.84	\$ 59,384.36	\$ 28.5502
D/O	12	\$ 54,985.52	9%	\$ 4,948.70	\$ 59,934.22	\$ 28.8145
D/O	13	\$ 54,985.52	10%	\$ 5,498.55	\$ 60,484.07	\$ 29.0789
D/O	14	\$ 54,985.52	11%	\$ 6,048.41	\$ 61,033.93	\$ 29.3432
D/O	15	\$ 54,985.52	12%	\$ 6,598.26	\$ 61,583.78	\$ 29.6076
D/O	16 & over	\$ 54,985.52	13%	\$ 7,148.12	\$ 62,133.64	\$ 29.8719
LT.	4	\$ 59,395.03	1%	\$ 593.95	\$ 59,988.98	\$ 28.8409
LT.	5	\$ 59,395.03	2%	\$ 1,187.90	\$ 60,582.93	\$ 29.1264
LT.	6	\$ 59,395.03	3%	\$ 1,781.85	\$ 61,176.88	\$ 29.4120
LT.	7	\$ 59,395.03	4%	\$ 2,375.80	\$ 61,770.83	\$ 29.6975
LT.	8	\$ 59,395.03	5%	\$ 2,969.75	\$ 62,364.78	\$ 29.9831
LT.	9	\$ 59,395.03	6%	\$ 3,563.70	\$ 62,958.73	\$ 30.2686
LT.	10	\$ 59,395.03	7%	\$ 4,157.65	\$ 63,552.68	\$ 30.5542
LT.	11	\$ 59,395.03	8%	\$ 4,751.60	\$ 64,146.63	\$ 30.8397
LT.	12	\$ 59,395.03	9%	\$ 5,345.55	\$ 64,740.58	\$ 31.1253
LT.	13	\$ 59,395.03	10%	\$ 5,939.50	\$ 65,334.53	\$ 31.4108
LT.	14	\$ 59,395.03	11%	\$ 6,533.45	\$ 65,928.48	\$ 31.6964
LT.	15	\$ 59,395.03	12%	\$ 7,127.40	\$ 66,522.43	\$ 31.9819
LT.	16 & over	\$ 59,395.03	13%	\$ 7,721.35	\$ 67,116.38	\$ 32.2675
CAPT.	9	\$ 61,158.84	6%	\$ 3,669.53	\$ 64,828.37	\$ 31.1675
CAPT.	10	\$ 61,158.84	7%	\$ 4,281.12	\$ 65,439.96	\$ 31.4615
CAPT.	11	\$ 61,158.84	8%	\$ 4,892.71	\$ 66,051.55	\$ 31.7556
CAPT.	12	\$ 61,158.84	9%	\$ 5,504.30	\$ 66,663.14	\$ 32.0496
CAPT.	13	\$ 61,158.84	10%	\$ 6,115.88	\$ 67,274.72	\$ 32.3436
CAPT.	14	\$ 61,158.84	11%	\$ 6,727.47	\$ 67,886.31	\$ 32.6376
CAPT.	15	\$ 61,158.84	12%	\$ 7,339.06	\$ 68,497.90	\$ 32.9317
CAPT.	16 & over	\$ 61,158.84	13%	\$ 7,950.65	\$ 69,109.49	\$ 33.2257
B.C.	9	\$ 63,451.78	6%	\$ 3,807.11	\$ 67,258.89	\$ 32.3360
B.C.	10	\$ 63,451.78	7%	\$ 4,441.62	\$ 67,893.40	\$ 32.6411
B.C.	11	\$ 63,451.78	8%	\$ 5,076.14	\$ 68,527.92	\$ 32.9461
B.C.	12	\$ 63,451.78	9%	\$ 5,710.66	\$ 69,162.44	\$ 33.2512
B.C.	13	\$ 63,451.78	10%	\$ 6,345.18	\$ 69,796.96	\$ 33.5562
B.C.	14	\$ 63,451.78	11%	\$ 6,979.70	\$ 70,431.48	\$ 33.8613
B.C.	15	\$ 63,451.78	12%	\$ 7,614.21	\$ 71,065.99	\$ 34.1663
B.C.	16 & over	\$ 63,451.78	13%	\$ 8,248.73	\$ 71,700.51	\$ 34.4714

JANUARY 1, 2012 HOURLY/PREMIUM TIME SCALES

Based on 4% increase from July 1, 2011 base

Longevity: 1% of salary beginning in year 4 up to a maximum of 13%

Rank	Years of Service	Salary	Hourly Rate	P.T Rate	Biweekly	1 Week P.T.	2 Week P.T.
FF1	0-3	\$ 51,457.89	\$ 24.7394	37.1091	1,979.15	2,053.37	2,127.59
FF2	0-3	\$ 51,457.89	\$ 24.7394	37.1091	1,979.15	2,053.37	2,127.59
D/O	0-3	\$ 54,985.52	\$ 26.4353	39.6530	2,114.82	2,194.13	2,273.43
D/O	4	\$ 55,535.38	\$ 26.6997	40.0496	2,135.98	2,216.08	2,296.18
D/O	5	\$ 56,085.23	\$ 26.9641	40.4462	2,157.13	2,238.02	2,318.91
D/O	6	\$ 56,635.09	\$ 27.2284	40.8426	2,178.27	2,259.96	2,341.64
D/O	7	\$ 57,184.94	\$ 27.4928	41.2392	2,199.42	2,281.90	2,364.38
D/O	8	\$ 57,734.80	\$ 27.7571	41.6357	2,220.57	2,303.84	2,387.11
D/O	9	\$ 58,284.65	\$ 28.0215	42.0323	2,241.72	2,325.78	2,409.85
D/O	10	\$ 58,834.51	\$ 28.2858	42.4287	2,262.86	2,347.72	2,432.57
D/O	11	\$ 59,384.36	\$ 28.5502	42.8253	2,284.02	2,369.67	2,455.32
D/O	12	\$ 59,934.22	\$ 28.8145	43.2218	2,305.16	2,391.60	2,478.05
D/O	13	\$ 60,484.07	\$ 29.0789	43.6184	2,326.31	2,413.55	2,500.78
D/O	14	\$ 61,033.93	\$ 29.3432	44.0148	2,347.46	2,435.49	2,523.52
D/O	15	\$ 61,583.78	\$ 29.6076	44.4114	2,368.61	2,457.43	2,546.26
D/O	16 & over	\$ 62,133.64	\$ 29.8719	44.8079	2,389.75	2,479.37	2,568.98
LT.	4	\$ 59,988.98	\$ 28.8409	43.2614	2,307.27	2,393.79	2,480.32
LT.	5	\$ 60,582.93	\$ 29.1264	43.6896	2,330.11	2,417.49	2,504.87
LT.	6	\$ 61,176.88	\$ 29.4120	44.1180	2,352.96	2,441.20	2,529.43
LT.	7	\$ 61,770.83	\$ 29.6975	44.5463	2,375.80	2,464.89	2,553.99
LT.	8	\$ 62,364.78	\$ 29.9831	44.9747	2,398.65	2,488.60	2,578.55
LT.	9	\$ 62,958.73	\$ 30.2686	45.4029	2,421.49	2,512.30	2,603.10
LT.	10	\$ 63,552.68	\$ 30.5542	45.8313	2,444.34	2,536.00	2,627.67
LT.	11	\$ 64,146.63	\$ 30.8397	46.2596	2,467.18	2,559.70	2,652.22
LT.	12	\$ 64,740.58	\$ 31.1253	46.6880	2,490.02	2,583.40	2,676.77
LT.	13	\$ 65,334.53	\$ 31.4108	47.1162	2,512.86	2,607.09	2,701.32
LT.	14	\$ 65,928.48	\$ 31.6964	47.5446	2,535.71	2,630.80	2,725.89
LT.	15	\$ 66,522.43	\$ 31.9819	47.9729	2,558.55	2,654.50	2,750.44
LT.	16 & over	\$ 67,116.38	\$ 32.2675	48.4013	2,581.40	2,678.20	2,775.01
CAPT.	9	\$ 64,828.37	\$ 31.1675	46.7513	2,493.40	2,586.90	2,680.41
CAPT.	10	\$ 65,439.98	\$ 31.4615	47.1923	2,516.92	2,611.30	2,705.69
CAPT.	11	\$ 66,051.55	\$ 31.7556	47.6334	2,540.45	2,635.72	2,730.98
CAPT.	12	\$ 66,663.14	\$ 32.0496	48.0744	2,563.97	2,660.12	2,756.27
CAPT.	13	\$ 67,274.72	\$ 32.3436	48.5154	2,587.49	2,684.52	2,781.55
CAPT.	14	\$ 67,886.31	\$ 32.6376	48.9564	2,611.01	2,708.92	2,806.84
CAPT.	15	\$ 68,497.90	\$ 32.9317	49.3976	2,634.54	2,733.34	2,832.13
CAPT.	16 & over	\$ 69,109.49	\$ 33.2257	49.8386	2,658.06	2,757.74	2,857.41
B.C.	9	\$ 67,258.89	\$ 32.3360	48.5040	2,586.88	2,683.89	2,780.90
B.C.	10	\$ 67,893.40	\$ 32.6411	48.9617	2,611.29	2,709.21	2,807.14
B.C.	11	\$ 68,527.92	\$ 32.9461	49.4192	2,635.69	2,734.53	2,833.37
B.C.	12	\$ 69,162.44	\$ 33.2512	49.8768	2,660.10	2,759.85	2,859.61
B.C.	13	\$ 69,796.96	\$ 33.5562	50.3343	2,684.50	2,785.17	2,885.84
B.C.	14	\$ 70,431.48	\$ 33.8613	50.7920	2,708.90	2,810.48	2,912.07
B.C.	15	\$ 71,065.99	\$ 34.1663	51.2495	2,733.30	2,835.80	2,938.30
B.C.	16 & over	\$ 71,700.51	\$ 34.4714	51.7071	2,757.71	2,861.12	2,964.54

EXHIBIT "B"

**AGREEMENT BETWEEN LOCAL
UNION No. 428, I.A.F.F.
AND
CITY OF HARRISBURG
FOR THE YEARS 2002-2005**

Agreement Between:

LOCAL UNION No. 428, I.A.F.F.

and

CITY OF HARRISBURG

For The Years 2002-2005



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A G R E E M E N T

BETWEEN the City of Harrisburg, Pennsylvania, its DEPARTMENT OF PUBLIC SAFETY and its BUREAU OF FIRE, hereinafter collectively called "City"

A N D

LOCAL UNION #428, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS AFL-CIO, CLC, Harrisburg, Pennsylvania, hereinafter called "Union".

ARTICLE 1

General

Section 1-Purpose of Agreement

City and Union, in order to increase the general efficiency of the Bureau of Fire, hereinafter sometimes called "Fire Bureau", to maintain the existing harmonious relationship between the City and its employees in the Fire Bureau, and to promote the morale, rights and well-being of the employees of the Fire Bureau, hereby enter into this Agreement.

Section 2-Public Employees

The Fire Bureau and the individual members of the Union are to regard themselves as public employees, and are to be governed by the highest honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

Section 3 - "Day" Definitions

- | | | |
|----------------|---|---|
| Calendar | - | Consecutive days as listed on the calendar. |
| Business | - | Days that the Fire Chief's Office is open. |
| Working | - | Days the Platoon works. |
| Actual Working | - | Days the individual member works. |

ARTICLE 2

Union Recognition

City hereby recognizes Union as the sole and exclusive representative of all members of Fire Bureau, excepting the Fire Chief and Deputy Chiefs (including Union and nonmembers), for the purpose of bargaining with respect to wages, hours of work and working conditions. The bargaining unit shall consist of all members of the Fire Bureau for whom the Union is the exclusive bargaining agent. Whenever the male gender is used in this Agreement it shall be construed to include male and female employees.

ARTICLE 3 Union Security

Section 1-Dues and Contributions-Present Employees

Each member of the bargaining unit who, on the date of this Agreement, is a member of the Union in good standing shall, after the date of this Agreement, be required to pay to Union during the term of this Agreement either Union dues as specified by Union, from time to time, or, if such employee ceases to be a member of the Union during the term of this Agreement, to continue paying to Union, in lieu of Union dues, a service charge in an amount equal to such Union dues or a contribution toward the expenses of Union in conducting negotiations, contract administration, and similar matters.

Section 2-Dues and Contribution-New Employees

Each member hired in the bargaining unit on or after the date of this Agreement shall, for the term of this Agreement, pay to Union the dues specified by Union from time to time, or, in lieu of such dues, a service charge in the amount equal to such dues as a contribution toward the expenses of Union in conducting negotiations, contract administration and similar matters.

ARTICLE 4 Check-Off

Upon the written authorization of any employee in the bargaining unit, whether a member of the Union or otherwise, City agrees to deduct from the wages of such employee the sum certified by the Union as initiation fees, assessments and monthly Union dues, when the employee is a member of the Union, or, when the employee is not a member of the Union but is obligated to make payment of a service charge to the Union as provided in this Agreement, a sum equal to monthly Union dues; and City agrees, at regular intervals, not less frequently than quarterly, to deliver the total sum thus withheld to the duly authorized Union treasurer. If any employee at the time of payment of wages to him, does not have sufficient wages coming to him to pay the full amount of the check-off assignment due at that time, no amount shall be withheld from employee for that pay period. Union agrees to indemnify and hold harmless City of and from any and all claims, suits or actions which may be filed against City by an employee claiming illegal, unauthorized or improper check-off or withholding of Union dues or other charges.

ARTICLE 5 Compensation

Section 1

All increases in salary and increments based upon years of service completed shall take effect on January 1st of each year, no matter when the anniversary shall be.

Section 2-Compensation-Base Salary

Salaries for the established work period, averaging forty-two (42) hours per week, will be effective January 1, 2002, through December 31, 2005, and will be paid bi-weekly. Compensation on base salary shall be as follows:

Commencing July 1, 2002 - 2.00%
Commencing January 1, 2003 - 3.00%
Commencing January 1, 2004 - 3.00%
Commencing January 1, 2005 - 3.00%

Beginning January 1, 1996, the definition of base salary will be base, plus incentive, plus rank differential.

See Exhibits "C" - "F".

Section 3-Incentive Pay

Incentive pay for Firefighters who achieve Driver/Operator status shall be in accordance with the salary for a Driver/Operator with 0-3 Years of Service, unless a Firefighter fails to obtain Driver/Operator status in the first year (s)he is eligible to obtain such, in which event that firefighter will receive a flat annual amount of \$2,000.00 when (s)he achieves Driver/Operator status. Incentive pay shall be added to base pay, on a prorated basis, effective on the date on which the Firefighter obtains Driver/Operator status.

All new employees shall begin a three year apprenticeship beginning and ending with his seniority date. Apprenticeship shall be governed by the document as agreed to entitled "National Apprenticeship and Training for Firefighter".

A Firefighter 2 may be eligible to test for Driver/Operator after he has completed three years in the Apprenticeship program. All Firefighter 2's successfully passing required testing for Driver/Operator shall be advanced to Driver/Operator immediately. The City shall test for Driver/Operator once annually. Driver/Operator shall not be a condition of Apprentice employment.

A Driver/Operator may be eligible for promotion to Lieutenant upon completion of six years of service.

Firefighters hired on or after January 1, 2000 must maintain EMT certification as a condition of their employment. Firefighters hired on or after January 1, 2000 who have not obtained EMT certification shall have until January 1, 2003 to do so. The City will provide sixteen (16) hours per platoon of in-house EMT training during daylight hours per year. For every year the City does not provide sixteen (16) hours of in-house EMT training, employees affected by this provision of the contract will have an additional year to secure their EMT certification. If a Firefighter's EMT certification expires because of the City's failure to provide sixteen (16) hours of in-house EMT training per platoon during daylight hours in any given year, the firefighter will be given sufficient time off to obtain the necessary training and to take the test, and will be compensated in accordance with the provisions of Article 10, Section 1. In addition, the City will pay for any costs or fees associated with the test.

Section 4A-Schedule (A,B,C,D Platoons)

The daylight shift shall begin at 0730 and shall end at 1600. The night shift shall begin at 1600 and shall end at 0730. (See Exhibit A)

Section 4B-Schedule (E Platoon)

E Platoon shall be defined as any bargaining unit member who regularly works Monday through Friday.

The Clerk, Fire Inspector, Fire Safety and Prevention Officer and other Bureau members, including 'light' duty, assigned to the "Office Staff" shall work a 42 hour schedule as follows:

Monday through Thursday-0730 to 1630 with one half hour off for lunch, and
Friday-0730 to 1600 with one half hour off for lunch.

The Fire Safety Officer shall be permitted to work a flexible schedule, not to exceed forty-two (42) hours per week, with the authorization of the Fire Chief or one of the Deputy Chiefs.

Section 5A-Premium Time

Employees may be required to work assigned hours in excess of forty (40) hours per week. For such work they shall be paid one and one-half (1-1/2) times the rate of pay for all hours in excess of forty. Sick leave shall be excluded for premium time purposes. All employees shall be permitted no greater than one hundred four (104) premium time hours per year.

Section 5B-Overtime

Employees may be required to work assigned hours in excess of forty-two (42) hours. For such work they shall be paid one and one-half (1-1/2) times the rate of pay for all hours in excess of forty-two (42).

Section 5C-Long Term Disability

Any employee who is on sickleave for more than thirty (30) consecutive calendar days, with confirmation from a physician confirming injury or illness, such member shall receive Premium time pay covered under Article 5, Section 5A, of the collective bargaining agreement, retroactive to the first day of said sick leave.

Section 5D-Longevity Pay

Effective January 1, 2005 Longevity Pay will no longer be paid at a flat rate. Rather, the calculation of Longevity Pay will be 1% of base pay for every year of service over three (3) complete years, up to a maximum of 13%.

Section 6-Working Out of Classification

Providing that a Firefighter is assigned by the Chief or an Assistant Chief to perform and does perform in a rank above that which he holds, he shall be paid at the rate for the rank so assigned for all such assignments beginning with the date first assigned and for all assignments thereafter for one (1) year.

ARTICLE 6

Vacations

Section 1-Vacation Accrual

Permanent full-time employees shall qualify for vacation leave as follows:

- A. Employees with less than five (5) years of service during each year shall be entitled to vacations of twelve (12) working days.
- B. Employees with five (5) to fifteen (15) complete years service shall be entitled to vacations during each year of sixteen (16) working days.
- C. Employees with greater than fifteen (15) years of service shall be entitled to vacations during each year of twenty (20) working days.

Vacation accrual shall be accumulated on a monthly basis and commence when the employee is appointed as a probationary Firefighter.

Section 2-Vacation Selection

Selection of vacation shall be based upon department seniority by platoon. All vacations shall be taken between January 1 and December 31 of each year, and vacation days shall not be carried over from year to year, except for cause shown with management approval. Vacation shall begin immediately following employee's regularly scheduled day off.

Employees regularly assigned to the E Platoon section of the Fire Bureau shall be permitted to select vacation by days as opposed to tours.

Section 3-Vacation-Officers

Officers shall pick vacations by Platoons among the officers of each Platoon with the senior Battalion Chief on each Platoon receiving priority for vacation selection. The remaining officers shall receive priority in vacation selection according to rank and time in grade. All Battalion Chiefs shall receive priority over all Captains and all Captains shall receive priority over all Lieutenants within their Platoons. No more than one (1) officer per Platoon shall be granted vacation at any given time.

Section 4-Master List

Upon consideration of selections of vacations, in accordance with this Article, a master list of vacations shall be prepared by the Fire Chief and the Director of Public Safety, and shall be posted in all fire stations, and unless objection is filed promptly to such vacation list, it shall be deemed to be the final vacation list for that year.

ARTICLE 7

Holidays

Employees shall be entitled to twelve (12) holidays in each calendar year, to be selected as heretofore provided; however, each employee shall be entitled to select at least four (4) of such holidays on days of his choice. The first employee on each platoon to request a holiday will automatically receive the holiday. All other requests for holidays will be approved at the discretion of the Fire Chief. Employees will be notified at least seventy-two (72) hours prior to the holiday if at all possible, whether or not his request has been approved.

Employees shall be notified of the position they are in the book at the time they request a day off, provided the request is made during a reasonable timeframe that shall be established and promulgated by the Fire Chief's Office within one (1) month of the effective date of the contract. Battalion Chiefs and Captains shall be considered separate from Firefighters and approval of their leave requests shall not conflict with the guaranteed day-off provision for other Firefighters.

The Fire Chief may direct any employee to reduce, within thirty (30) calendar days of such directions, the number of holidays accrued, to not more than four (4) holidays, and after such notice such employee shall notify the Fire Chief within four (4) calendar days of dates selected.

Any employee who works on any of the holidays listed below shall be compensated at a rate equal to twice the employee's straight time hourly wage or ½ compensatory day at the employee's option. (Employees shall be granted, at their option, either one and one half (1-1/2) days or one (1) day plus double time [twice straight time employees hourly rate] provided they work the holiday.)

The following is a list of holidays:

1. New Year's Day
2. Martin Luther King Day
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Veteran's Day
10. Thanksgiving Day
11. Christmas Day
12. Birthday

NOTE: All holidays shall be observed on the traditional day.

Employees regularly assigned to the E Platoon section of the Fire Bureau shall be given one personal day to be issued separate from holidays covered in the collective bargaining agreement, and shall be granted upon request of the Bureau member.

ARTICLE 8

Separation Pay

Section 1-Sick Pay

Retiring employees, and employees who are separated from the payroll for any reasons other than discharge for just cause, shall be entitled to separation pay consisting of one-half (½) day's pay based on a ten (10) hour day at the employee's current straight time hourly rate of pay for each accrued sick leave, up to a maximum of two hundred (200) days.

Section 2-Vacations and Holidays

Employees who are separated from the payroll for any reason whatsoever shall be entitled to separation pay, in addition to the pay, if any, due pursuant to Section 1 hereinabove, consisting of one (1) full days' pay for each day of accrued vacation and/or holiday, based on a ten (10) hour day at the current regular straight time hourly rate.

Section 3-Payments

Payment of all separation pay will be made by the City within thirty (30) calendar days after the last date of employment of such employee. In the event of death of an employee, the widow or estate of such employee shall be entitled to receive such separation pay as would have been due to such employee at the date of death.

ARTICLE 9

Recall to Duty

Section 1-Alert Status

Any employee who shall be placed on alert status by the City of Harrisburg, and who shall remain on alert status for more than fourteen (14) consecutive hours during any one work week shall be deemed to have been recalled to duty under this provision.

Section 2-Fire Ground Recall

When an off-duty Firefighter is present at a fire and is ordered by a superior to perform duties at the fire, it is hereby understood that the recall provisions of the working agreement between Local 428 and the City of Harrisburg, Article 9, are put into effect. Said Firefighter shall not be relieved from duty after carrying out said order until proper permission is secured from the officer in charge.

Section 3-Off Duty Recall

Employees recalled to duty at times when they are not regularly on duty shall be paid for the actual hours worked at one and one-half times (1 ½) the regular rate, but not less than four (4) hours. No pyramiding of overtime will be allowed under this, or any other circumstances. At the beginning of an employee's regular shift, recall pay will cease, and the employee will be paid an additional half time (½) for any time remaining in the recall period up to four (4) hours. This section shall also apply at anytime an off-duty employee is ordered to perform duties at the scene of a fire by a superior officer. Employees accepting off-duty recall are considered on-duty, and are subject to applicable Rules and Regulations, excluding work uniforms.

Section 4-Multi-Alarm Call Back

The following conditions shall constitute a Multi-Alarm Call Back:

A. Initial Incident: At an incident in the City of Harrisburg where a Third alarm is requested, or three (3) or more mutual aid apparatus are dispatched to the scene excluding Air Wagons and [Haz Mat]* units, the City shall recall five (5) Firefighters and one (1) officer.

B. Incident concurrent with initial incident, with all City units utilized at initial incident: If mutual aid apparatus assigned to concurrent incident requests assistance, the City shall recall five (5) Firefighters and one (1) officer.

C. Incident concurrent with initial incident, with a reduced response of City apparatus: Excluding the mutual aid apparatus initially dispatched on this concurrent incident, if assistance is requested that results in additional mutual aid apparatus dispatched to the scene of either incident, excluding air wagons and [Haz Mat]* units, the City shall recall five (5) fire fighters and one (1) officer.

*[Haz Mat] at the time of this agreement shall mean primarily the Dauphin County Haz Mat initial response units. If in the future, Harrisburg changes Haz Mat status, this section shall be re-negotiated.

All other provisions of the Multi-Alarm Call Back are covered in Memorandum of Understanding #01-02 and Standard Operating Guideline # 110.03.

ARTICLE 10

Court Time, Off-Duty Schooling or Drill

Section 1-Schooling/Drill

Whenever any employee is asked or directed by the Fire Chief or Director of Public Safety to attend any drill or schooling during off-duty hours, he shall be compensated at his regular rate of pay for not less than two (2) hours.

If the hours for such training will run less than three (3) hours into a work shift the employee is scheduled to work, relief will be provided for the employee until such time as he can report for duty, following completion of training. If the hours will be three (3) hours or greater, the employee will be given the shift off. Any Firefighter required to relieve another Firefighter who is in training will be compensated at the rate of double-time for all hours worked.

No less than seven (7) calendar days prior to the date that late relief is required, the Firefighter projected to be affected by the late relief shall be notified. The City is free to choose the method of notification. Firefighters who are not notified at least seven (7) days prior to the date relief is required will be given half a holiday on the books, unless the late notification was the result of late changes in scheduling for time off not previously scheduled. The penalty provision of this section will not become effective until July 1, 2002.

If a Firefighter is not asked or directed to attend such schooling or training, but desires to attend, he shall submit a request to the Fire Chief's office for approval. Once approved, if the Firefighter is on duty at the time of the training, he will be given sufficient time off to attend the training, or detailed on duty within the City limits, at the discretion of the Fire Chief. The Firefighter shall be in attendance at the training during all training hours. If the Firefighter is not on duty at the time of training, the tuition only will be paid and no further compensation will be received. Notification of training or schooling, by the Fire Chief's office, will be posted at the stations and all work areas.

Section 2-Court time

Time necessarily spent by members of the Fire Bureau in court of any kind (including Magistrate's Court) for a matter related to a City governmental proceeding, other than a personal matter in which the employee is either plaintiff or defendant, shall be considered time on duty for which the employee shall receive pay at the applicable rate; and when the time is during off-duty hours, a minimum of three (3) hours at 1-1/2 times the regular rate of pay shall be paid.

Section 3-On-Duty Schooling, Drill, or Training

Regularly scheduled schooling, drill or training shall be prohibited on Sundays and Holidays.

ARTICLE 11

Clothing and Equipment Allowances

Section 1-Clothing

All new appointees to the Fire Bureau, before performing duties with fire suppression force, shall be supplied by the City with all clothing and equipment necessary to perform their duties as soon as they can be made available. Duties may be performed as long as employees are adequately protected to perform their functions. All new trainees will be issued the following items before starting their training cycle: a fire coat; fire pants; one (1) pair knee boots; helmet with life ring; one (1) set working blues; two (2) pairs of mittens/gloves; one (1) sweat-shirt; two (2) pair of sweat pants; and two (2) pair of sweat shorts to be the color and style determined by career class at Harrisburg Area Community College.

The following items are to be provided: a firecoat; fire pants; one (1) pair knee boots; helmet with life ring; four (4) sets of working blues; two (2) pairs of shoes—one (1) dress and one (1) working; one (1) tie; four (4) pairs of socks; one (1) belt; two (2) pairs of work gloves/mittens; seven (7) shoulder patches; five (5) blue T-shirts; and one (1) dress work jacket.

Within six (6) months from date of appointment in the Bureau of Fire, all new appointees will be issued a full dress uniform and one (1) dress coat badge. The City will provide replacement gear for new hires in the first year of their employment.

Effective January 1, 2003 the Annual Clothing Allotment for members of A, B, C & D Platoons shall be reduced to \$450 annually.

Beginning in January 2002, and over the course of four (4) years, the City will provide a new Turnout coat and a new pair of Bunker pants for each member of A, B, C & D Platoon on the following basis: Firefighters who have Turnout gear which fails to pass a safety inspection, conducted by a Deputy Chief and a bargaining-unit representative of the JTSB, will have their Turnout coat and Bunker pants replaced first. Firefighters without a second set of gear will then be provided with a new Turnout coat and Bunker pants. The same selection process will be used in years 2, 3 and 4. After year four, when the City has provided a new Turnout coat and a new pair of Bunker pants for all eligible Firefighters, replacement will follow a regular rotation.

Members of E Platoon who may elect to receive a \$450 annual clothing allowance and have their turnout gear replaced, or they may elect to receive a \$700 annual clothing allowance, in which event their turnout gear will not be replaced by the City. E Platoon members selecting the \$700 option must have approved turnout gear and, if not, must provide such at their own expense, if they return to a firefighting position on A, B, C or D platoon.

Members who do not receive new turnout gear in any year of a 4-year change-out cycle will have \$250.00 annually credited to an allotment account. If the member retires prior to receiving one (1) set of new turnout gear, the accumulated amount up to \$1,000.00 will be paid to the member as separation pay, prorated as follows:

1st Year - \$250.00
2nd Year - \$500.00
3rd Year - \$750.00
4th Year - \$1,000.00

All protective clothing must be underwriter approved. City and Union to approve content of all clothing allotment.

Members of the Fire Bureau shall be reimbursed for the replacement of normal and necessary personal effects (not to exceed \$350.00 per pair of glasses and not to exceed \$50.00 for wrist watches) that have been lost or damaged in the performance of their duties; provided, however, such loss or damage is not caused by the carelessness or negligence of the individual and provided that a receipt for the article replaced is provided to the Fire Chief. Rings, valuables and similar items will not be replaced by the City.

The full annual clothing and equipment allowance shall be credited to the employee account as of January 1 of each year. On or before January 1 of each year, employer shall provide employees a clothing and equipment check list. Providing the lists are returned by January 31, the employer shall make every reasonable effort to have all items requested by the Firefighter received by him no later than July 1. Lists not returned by January 31 or items requested after January 31 will be ordered by the employer as soon as reasonably possible for receipt in due course. At time of termination of employment, for whatever reason, the employee shall forfeit all rights to any balance of his allowance, whether ordered or not.

The City shall quartermaster all turnout pants, coats, boots, hoods, suspenders, gloves (maximum of two [2] pair per year) and helmets on an item for item basis. Quartermaster shall mean that the City shall be responsible for the replacement of the above named items in the event that they shall become damaged during the performance of duty, at no cost to the individual member. Nomex trousers damaged while member is on duty shall be replaced by the City. The City shall not be obligated to replace items, except as noted above, which may be required by reason of normal wear.

All clothing and equipment damaged during performance of duties shall be replaced by employer within sixty (60) business days from notification without charge against the employee's yearly allowance. City shall supply employee with signed receipt of purchase order within twenty (20) business days of notification. If City fails to replace turnout gear within prescribed time, employee will be assigned to a temporary non-fire-fighting assignment until replacement is issued.

A receipt shall be signed for all clothing and equipment issued, with a copy to the employee and a copy maintained by the employer.

Annually, the JTSB will inspect the personal protective clothing of all Firefighters directly involved in suppression activities and make a determination as to whether or not professional cleaning is warranted due to the accumulation of contaminants acquired as a result of normal use. If the JTSB provides reasonable justification for such, the City will pay for the cost of cleaning.

Section 2-Specification Compliance

All clothing, before being issued, shall be checked by the City and Union to assure that all specifications have been met. Any clothing that does not meet specification will be immediately returned to the vendor for correction at the vendor's expense as per bid specifications.

Section 3-Equipment

The Master Mechanic and the Assistant Mechanic may use any part or all of their annual uniform allowance to purchase new types of tools needed for repairs to Fire Bureau apparatus and equipment.

Section 4-New Issue

In the event City requires employees to wear new types of work clothing, City will provide the same to the employee subject to an equitable adjustment in the clothing allowance to reflect the reduced need of employees to furnish the same from their clothing allowance. In the event any employee has previously purchased any such new type or types of working clothing, and has worn and continues to wear the clothing for work, the City will reimburse such employee for the cost thereof, provided the new type or types of clothing have been approved by the Union's Health and Safety Committee.

ARTICLE 12
Meal Allowance

The meal allowance during emergencies declared by the Mayor or his designee, when employees are required to be held over or recalled to duty for such emergencies, will be as follows: Breakfast-\$5.00; Lunch-\$7.00; and Dinner-\$9.00 or a total cost of \$21.00. If appropriate, bulk purchases of food shall be made based upon the number of employees at each fire station.

ARTICLE 13
Insurance

All insurance benefits of any type provided by the City under this Agreement are so provided subject to the terms and conditions of the particular policies and law in force at the time when these terms and conditions are utilized. These policies are incorporated herein and made a part of this Agreement. Within five (5) days of the execution of this contract, City shall provide proof of compliance with all agreed insurance coverage; and further agrees to provide notice of any changes in policies during the contract term.

ARTICLE 14
Blue Cross and Blue Shield Coverage

Section 1-Coverage

City shall provide Blue Cross and Blue Shield coverage for each employee and the members of his immediate family in accordance with the current practice of those providing such coverage, as follows:

- (a) Blue Cross 365 Day Special Full Service Coverage;
- (b) Blue Shield Prevailing Fee Coverage;
- (c) Blue Cross-Blue Shield Major Medical Coverage providing maximum benefits of One Million (\$1,000,000.00) Dollars. Applicable deductible provisions, and providing that the insurer shall pay eighty (80%) percent of the cost of services up to Two Thousand (\$2,000.00) Dollars per calendar year. The first Two Thousand (\$2,000.00) Dollars shall be co-insured at eighty (80%) percent, one hundred (100%) percent thereafter.

Effective January 1, 2000, the Major Medical deductible shall be increased from Fifty (\$50.00) Dollars to One Hundred (\$100.00) Dollars for individuals and from One Hundred Fifty (\$150.00) Dollars to Three Hundred (\$300.00) Dollars for families.

- 1. The City shall self insure the difference between \$100.00 and \$1,000.00.
- 2. The procedures currently governing the Major Medical program, including but not limited to, the provision for 80% reimbursement of expenses over the applicable deductible will remain in effect.
- 3. Incurred expenses in excess of the applicable deductible shall be reimbursed to the Bargaining Unit Members on a calendar quarter basis or when such expenses, in the aggregate, equal \$250.00, whichever comes sooner.

4. Such self-insurance program may be administered by the City or its designee. Such designee shall have offices located within a fifty (50) mile radius of the City of Harrisburg. Firefighters who have difficulties obtaining information from such designee may contact the City's Risk Manager for assistance.

(d) 365 Mental/Nervous days;

(e) Pathology with "0" Deductible;

(f) Medical Emergency;

(g) Follow-up Care to Accident;

(h) Students to Age 25;

(i) Skilled Nursing Facilities (SNF)

Effective October 1, 2002, Firefighters will have the option to select Custom Blue health care coverage. Firefighters selecting Custom Blue coverage shall have the ability to change coverage back to the traditional coverage, provided that product is available, during open enrollment periods in 2003, 2004 and 2005. If, however, a Firefighter who selects Custom Blue coverage does not elect to change coverage back to the traditional coverage by the end of the 2005 open enrollment period, (s)he will not be permitted to elect traditional coverage in any subsequent open enrollment period, but will have to continue with Custom Blue coverage.

Firefighters hired on or after January 1, 2006 will be required to maintain whichever type of coverage they select during the orientation process. If a Firefighter selects Custom Blue coverage during the orientation process (s)he will not be permitted to elect traditional coverage in any subsequent open enrollment period, but will have to continue with Custom Blue coverage.

Section 1A - Dental Coverage

The City shall provide Dental Coverage from a provider of its choice provided that there is no loss of benefit currently enjoyed by the Union.

Orthodontics - 100% UCR with \$2,000.00 lifetime cap per dependent. Coverage shall include adults and children. Seventy-five (75%) payment of prosthetics and crown inlay/onlay restoration and periodontics.

Effective January 1, 2000, the lifetime cap on orthodontics will be increased from Two Thousand (\$2,000.00) Dollars to Two Thousand Five Hundred (\$2,500.00) Dollars per dependent.

Section 1B - Vision Coverage

The City shall provide vision coverage from a provider of its choice provided that there is no loss of benefit currently enjoyed by the Union.

Section 1C - Prescription Drug Coverage

The City shall provide prescription drug coverage from a provider of its choice, provided there is no loss of benefits currently enjoyed by the Union.

Effective January 1, 2000, the co-pays for prescription drugs shall be Ten (\$10.00) Dollars for brand name drugs and Three (\$3.00) Dollars for generic drugs. There shall be no discount for brand name drugs.

Section 1D - Hearing Aid Coverage

Effective January 1, 2000, the City will pay the cost of hearing aid coverage for Firefighters to annual maximum aggregate amount of \$10,000, which would be allocated at \$500 per Firefighter. Requests for coverage must be made in writing to the Benefits Coordinator by March 1st. Coverage will be approved on a seniority basis. Firefighters may avail themselves of this benefit once every three (3) years provided that, at the time of any subsequent request, there are sufficient funds remaining in the annual \$10,000 allocation to finance the subsequent request after the benefit has been extended to all Firefighters who did not previously participate in the program. The benefits for the Firefighter only.

Section 2A-Continuation of Benefits

Firefighter's current Blue-Cross/Blue Shield Benefit package shall be continued for all Firefighters retiring after Jan. 1, 1987, and prior to January 1, 1993, when the Firefighter is collecting a City pension under the City's fire pension plan. Upon reaching age 65 the City will provide Blue Cross/Blue Shield supplemental coverage (now known as 65- Special), major medical, and prescriptions unless prescriptions are provided by another agency. This benefit shall be provided for the retired member only.

Whenever any member of the Firemen's Pension Fund becomes entitled to receive a pension from said fund, and upon the death of said member, the City shall set up an administrative procedure to allow the member's widow, to contribute the monies needed for full coverage to the City in order that the member's widow, be covered by the City's current Blue Cross and Blue Shield plans. The City will only act as a "pass through" agent. If a member dies in the line of duty, the City shall maintain coverage for his widow and/or eligible surviving children under the same eligibility terms as provided in the Blue Cross/Blue Shield plan.

Section 2B-Continuation of Benefits-January 1, 1993

The City shall continue to provide, free of charge, the then current Blue Cross/Blue Shield Benefit package to any retired bargaining unit employee, his spouse, and dependents for the life of each and the eligibility of surviving dependents, who retires on or after January 1, 1993, and collects a City pension under the City's Fire Pension A and B Plans. As the Firefighter and spouse become eligible for Medicare, the City shall then provide to each Blue Cross/Blue Shield supplemental coverage (now known as 65 Special) reimbursement for Medicare Part B, major medical, and prescription, unless prescriptions are provided by another agency.

Section 3-Duplicate Coverage

In the event that a bargaining unit member should elect to be exclusively covered by the health insurance program of his/her working spouse, he shall receive 60% of the value of the health insurance program in a monthly payment. The bargaining unit member shall be entitled to reinstate his coverage under the terms of this Agreement as of the first day of the month next following the date on which he gives written notice to the effect to the City on a form to be mutually agreed upon by both parties.

Section 4-Health Insurance-Existing Retirees

The health insurance benefits provided for herein or, if appropriate, the "wraparound" program offered by Blue Cross/Blue Shield for Medicare-eligible retirees and their spouses shall be provided to individuals who retired prior to the effective date of this agreement on a retiree-paid basis. The terms of such program shall be as agreed to by the parties.

ARTICLE 15

Life Insurance

City agrees to pay One Hundred Percent (100%) of the premium cost of life insurance for each employee in the face amount of Seventy-Five Thousand Dollars (\$75,000) with "double indemnity". Moreover, each member of the Bargaining Unit shall be afforded the opportunity to purchase up to an additional Twenty-Five Thousand Dollars (\$25,000) in life insurance, as a continuance of the same policy with "double indemnity" at the same premium rates as paid by the City. Firefighters will be afforded the opportunity to purchase such additional \$25,000 in life insurance on a quarterly basis, which premiums will be paid through bi-weekly payroll deduction. It is understood that such opportunity for Firefighters to purchase an additional \$25,000 in life insurance is contingent on meeting the requirements of the City's carrier which may include, but which is not limited to, a requirement for a physical and/or the completion of an affidavit concerning the state of the Firefighter's health at the time the additional benefit is sought. It is further understood that, due to unacceptable risk, the City's insurer may decline to issue supplemental coverage, and that, in such circumstance, the City is not obligated to guarantee the additional coverage. Firefighters who wish to purchase the additional coverage before April 1, 1994 may do so without having to undergo a physical or complete an affidavit attesting to the state of their health. On and after April 1, 1994, the provisions identified above will apply.

Whenever any member of the Firemen's Pension Fund becomes entitled to receive a pension from said fund, the City shall provide a full paid-up life insurance certificate of Five Thousand (\$5,000.00) Dollars.

ARTICLE 16

Training Manuals

A current edition of L.F.S.T.A. Essentials shall be provided in each Fire Station, as well as any other manuals required for promotional examinations.

A current copy of the Life Safety Code, and Fire Bureau Standard Operating Guidelines shall be maintained in each station.

Training manuals, as required for required Apprenticeship training, shall be provided to individual Apprentice Firefighters.

The City will meet with the Union and discuss any new material it wishes to add to the promotional reading list. The City will give serious consideration to the Union's suggestions and concerns and will not unreasonably withhold agreement. New material will not include the change of edition of an existing text.

ARTICLE 17

Probationary Period

Section 1: All original appointments to positions in the Fire Bureau, upon completion of the initial training period, of not less than eight (8) weeks, shall be for a probationary period of six (6) months of active duty. For the purposes of this section active duty shall not include light duty assignments. Leave with or without pay for any reason which is in excess of leave granted by the terms of this Agreement shall not be counted toward fulfillment of the probationary period. In instances where an employee is on light duty or uses leave in excess of that granted by the terms of this Agreement, the probationary period will be extended until the employee completes six (6) months of active duty. During such probationary period, the appointee shall not be denied any rights or benefits that the appointee would otherwise be entitled to under the Collective Bargaining Agreement. At any time during the probationary period, the appointee may be dismissed. When the conduct or capacity of the probationer has not been satisfactory to the City, the probationer shall be notified in writing that he will not receive permanent appointment, whereupon his employment shall cease; otherwise his retention in the service shall be equivalent to his having achieved permanent employee status, and seniority rights shall accrue as set forth in Article 19, Section 2.

Section 2: Contributions to the pension fund will not commence until after the completion of the initial training period.

Section 3: Employees shall be brought to Firefighter 1 salary status upon successful completion of the Municipal Fire Academy.

ARTICLE 18

Bona Fide Vacancy

When three (3) bona fide vacancies occur in the bargaining unit, the City shall make a bona fide endeavor to fill such vacancies within a reasonable time not to exceed sixty (60) business days.

ARTICLE 19

Seniority

Section 1-Seniority List

There shall be established by the Director of Public Safety and the Fire Chief within the Fire Bureau a seniority list comprised of all employees in the bargaining unit, which shall be maintained at all times on a current basis, and shall be posted each year from January 1 until December 31, in each fire station, and at headquarters in conspicuous places, and a copy thereof shall be mailed to the Secretary of the Union. Objections to the seniority list at any time shall be reported to the Director of Public Safety and Fire Chief within ten (10) business days after it shall have been determined that such objection exists, or, in any event, on or before February 15 of each year, or said seniority list shall stand determined, or as posted.

Section 2-Commencement and Duration of Seniority

Seniority rights shall be determined as of the date of commencement of the probationary period, as set forth in this Agreement, and, with respect to employees whose employment commenced on the same date, in accordance with the Civil Service rankings of such employees. Employees who have been granted leave of absence for military duty, for education or other instruction in connection with their duties as employees in the Fire Bureau, or for illness or accident, and who then return to active duty in the Fire Bureau will be credited with the time of such leave of absence toward seniority rights, and their seniority shall be determined from the date of their original commencement of employment in the bargaining unit. A member of the bargaining unit who resigns or whose employment in the Fire Bureau is terminated for any reason other than that set forth above, and who thereafter is re-employed in the Fire Bureau, shall lose seniority rights accrued to the date of termination of employment, and the seniority of any such employee shall be determined as of the date of re-employment in the Fire Bureau.

ARTICLE 20

Promotions and Vacancy Assignments

Section 1-Promotions

All promotions in the Fire Bureau shall be made within the ranks of the paid members of the Fire Bureau, and shall be made by competitive examinations administered by the appropriate Civil Service Board, and, to the extent practicable, examinations shall test applicants relating to materials taken from an approved fire service manual prescribed for use in the Fire Bureau at least six (6) months prior to the date of examination. The final score for promotional examinations shall be determined by adding seniority points to the score from the written test. Any individual who fails to score at least 70% on the written examination will not be eligible for promotion. The City will interview candidates for promotion but will not utilize oral examinations as a graded component in the promotion process. Seniority points shall be determined in the following manner:

One (1) full point for each of the first ten years of service and one-half (½) point for each year of service after ten (10) years.

Civil Service promotional examinations shall be held no less frequently than biannually. To the extent practicable, a member of the Civil Service Board shall be present when written tests are being conducted, and Union shall have the right to designate a monitor to be present.

Beginning January 1, 1985, all promotional exams shall be given every other year rather than every year, and that the resultant promotional list shall remain in effect for two (2) years, or until a new examination is given and a new list created, whichever occurs first. An employee shall be eligible to take promotional examinations in the month of November of the year prior to his year of eligibility. He shall then be eligible for promotion at any time during the years the promotional list is valid. A lieutenant shall have at least six (6) completed years of service, and certification as a Driver/Operator, Firefighter 2. A Captain shall have at least two (2) years of service as a Lieutenant and a Battalion Chief shall have at least two (2) completed years of service as a Captain.

All eligible candidates shall be notified of the test at least sixty (60) calendar days prior to November 1st.

Section 2-Vacancy Assignments

Whenever a vacancy occurs in any position in the Fire Bureau in any fire station, fire prevention unit, fire headquarters or any other section or division in the Fire Bureau said vacancy shall be filled by seniority bidding among those eligible for assignment in such vacancy. When any such vacancy occurs, the Fire Chief shall post the list in each fire station indicating the vacancy to be filled and any member desiring to bid for such vacancy shall submit his bid in writing to the Fire Chief within ten (10) calendar days after the posting of the vacancy. The bid shall include the name of the bidder, his seniority, present assignment and the assignment being requested. The bid shall be awarded within ten (10) calendar days after the bidding period is closed. The Fire Chief shall assign an employee or employees to fill any temporary vacancy or vacancies as they shall occur, without regard to seniority. A temporary vacancy is one which does not exceed sixty (60) working days in duration resulting from the granting of leave of absence to the person holding such position as a permanent assignment. At the end of sixty (60) working days, if such vacancy still exists, it shall be filled by seniority bidding.

A successful bidder shall have thirty (30) actual working days to qualify. If the employee fails to qualify, he shall be returned to his former position. The employee must be told in writing within five (5) business days after the qualification period as to why he was not qualified.

Section 3-Unfilled Vacancies

Vacancies which remain unfilled by bidding in accordance with the provisions of this Article shall, when necessary, be filled by assignment thereto of a member of the Fire Bureau who is lowest in seniority on the platoon having the most personnel.

Section 4-Qualified Bidders

Immediately upon qualification for a vacancy, the successful bidder's previous position shall be posted for bids. Successful bidders shall be transferred within thirty (30) calendar days.

Section 5-Qualifications for Appointment, Promotions, Vacancies, and Assignments

No employee shall be appointed to any position, promoted to any position, assigned to fill any vacancy, or assigned to any position other than a temporary assignment, for which he is not qualified by reason of training, experience or ability. Whenever any employee believes that his rights to any such appointment, promotion, vacancy or assignment, by reason of seniority or otherwise, has been denied, he shall have the right to complain in writing to the Fire Chief concerning the denial thereof. In such event, the Fire Chief shall present written statements of the promotion, vacancy or assignment. Such decision by the Fire Chief may constitute a grievable item, which may be processed in accordance with the grievance procedure provided in this Agreement.

Apprentice Firefighters may not participate as members of organized Special Teams, either administered or sponsored by the Fire Bureau, until they have successfully completed requirements of the Harrisburg Bureau of Fire Apprenticeship Program.

Apprentice Firefighters may not participate in elective training until they have completed training programs required in the Apprenticeship Agreement.

Apprentice Firefighter 1 personnel shall not work in the Driver/Operator #1, or Driver/Operator #2 positions on aerial apparatus.

Section 6-Super Bidding by Seniority

An employee whose position has been abolished shall have the right to move into any position held by any employee having less seniority, and for which he can be fully qualified within thirty (30) actual working days. Any employee thus bumped from a position shall have the same rights with respect to any position held by any employee with less seniority than he has.

Any member of the Fire Bureau who is moved out of their bidded position for a period in excess of fifty-nine (59) actual working days shall be entitled to a super bid.

Section 7-Bidding for Officers

Seniority for bidding these positions shall be calculated from the day of appointment to Lieutenant, Captain, Battalion Chief, and Duty Chief. That is, time in rank, with rank receiving priority.

ARTICLE 21 **Reduction In Work Force**

In the event reductions in force are contemplated, the City shall, thirty (30) calendar days prior to implementation of said reduction, furnish economic justification to the Union in the form of supportive costs and income figures. Reductions in the work force in the bargaining unit shall be accomplished in compliance with the provisions of the Act of May 31, 1933, P.L. 1108, Section 11, 53 P.S. Section 39871. The Firefighter, including probationers, last appointed to the Bureau shall be removed first.

ARTICLE 22 **New Positions**

During the duration of this Agreement, in the event that employer desires to create any new bargaining unit positions other than those specifically provided in this Agreement, employer agrees to meet and negotiate with Union as to the requirements, rate of pay and schedule for the position.

ARTICLE 23 **Sickness and Injury**

Section 1-Light Duty

Whenever a member of the Fire Bureau is incapacitated and unable to perform his/her duties as a Firefighter, (s)he may be assigned to duties of a lighter nature, with the approval of his/her attending physician, at the Fire Chief's discretion. Members of the Fire Bureau assigned to light-duty will continue to receive all benefits to which they are entitled under this contract or applicable law. Five (5) light duty positions will be maintained in the Bureau of Fire.

Section 2-Hospital and Medical Expenses

City shall pay the reasonable hospital, medical and surgical expenses incurred by any employee of the Fire Bureau who is injured in the performance of his duty, upon its receipt of the associated physician's report.

Section 3-IOD

Firefighters injured in the performance of their duties as a Firefighter for the City of Harrisburg are subject to the applicable provisions of the Heart & Lung Act and the Workers' Compensation Act, if applicable. If any provision of this agreement conflicts with the provisions of the Heart & Lung and Workers' Compensation acts, as amended, the provisions of the Heart & Lung and Workers' Compensation acts shall apply.

Any Firefighter on IOD status must execute all workers' compensation forms required by the Pennsylvania Department of Labor and Industry. Any Firefighter dissatisfied with a determination of the City with regard to the Firefighter's Heart & Lung status may file a grievance and be heard by an arbitrator to be selected in accordance with the arbitration provisions of this Agreement.

Any firefighter who is on IOD status in excess of four (4) consecutive working days must provide a doctor's certification to the Fire Chief within 5 business days of each doctor's visit. Such certification must indicate if the Firefighter is to remain off duty, is released to light duty or is released to full duty and the date on which the release is effective.

The term "physician" shall include a licensed chiropractor.

Section 4-Sick Leave

A Firefighter on sick leave must provide a one hour call-back prior to beginning his next daylight tour of duty and a two hour call-back prior to the start of his night tour of duty.

All employees in the Fire Bureau shall be entitled to sick leave of twenty-one (21) days in any one year without diminution of salary and shall be entitled to accumulate sick leave up to a maximum of two hundred (200) days. Sick leaves in excess of four (4) consecutive working days shall be granted only when a signed certification from the attending physician is submitted to the Fire Chief upon the return to work of such employee. The Battalion Chief or his designee shall call every person on sick leave unless medical documentation supporting the absence has been submitted. Any person who leaves home while on sick leave must notify the dispatcher prior to leaving home.

City reserves the right to have the Chief or his designee visit, at any time, any employee reporting off duty and claiming either sick leave or injury. City further reserves the right to have a physician of its choice visit and examine or to transport the employee to a physician of the City's choice to examine any employee reporting off duty and claiming either sick leave or injury. The cost of such examination is to be borne by the City. The City further reserves the right to require a physician's

certificate for absence of less than four (4) consecutive working days should a pattern of sick leave show suspected malingering, especially with regard to taking sick leave prior to or after normal days off. All suspected malingerers will be officially notified of such practices. Should any employee be found by appropriate process to be a malingerer, a three (3) day suspension without pay shall be given by the Director of Public Safety and/or Fire Chief for the first offense. Second and subsequent offenses shall carry disciplinary action at the discretion of the Fire Chief or Director of Public Safety in accordance with Civil Service Law.

Each member of the bargaining unit with one (1) year or more of employment with the City shall be entitled to utilize a maximum of forty (40) days sick leave in addition to that which is earned and accumulated, provided that such employee may utilize advance sick leave only in the event such employee is hospitalized or furnishes a written certificate from the physician that such employee is seriously ill and unable to work. As sick leave is earned in any succeeding months, the same shall be charged against that sick leave used in advance. At the time of termination of any employment of any member of the bargaining unit, any used but unearned sick leave shall be repaid by such employee to City in cash and the City shall be entitled to deduct such sum from the final compensation of each employee.

Section 5-Sick Leave Buy Back

A Firefighter must have a minimum of sixty (60) days accumulated sick leave prior to being eligible for any sick leave buy back.

The option of each Firefighter to sell back unused sick days shall be limited to unused sick leave accumulated from January 1 through December 31 of each year. Effective January 1, 2000 the buy back of unused sick leave shall be in accordance with the following schedule:

<u>Unused Sick Leave</u>	<u>Buy Back 1/1/1999</u>	<u>Buy Back - 1/1/2000</u>
21 Days	12.5 Days	14 Days
20 Days	12 Days	13 Days
19 Days	11 Days	12 Days
18 Days	10 Days	11 Days
17 Days	9 Days	9 Days
16 Days	8 Days	8 Days
15 Days	7 Days	7 Days
14 Days	5 Days	5 Days
13 Days	3 Days	3 Days

The City must be notified of a Firefighter's intended sell back by December 1 of each year. Sick Leave Buy Back shall be payable during the first pay period in January.

ARTICLE 24
Bereavement Leave

In the event of the death of a mother, father, legal guardian, step-children, step-parents, spouse, or child of the employee, such employee will be entitled to a leave of absence with pay from and including the day of death and including the day of the funeral. In the event of the death of a brother, sister, father-in-law, mother-in-law, grandparent or grandchild, the employee will be entitled to a leave of absence with pay for the day of such death and the day of the funeral (up to 2 days), whether such employee be working on a day or night shift. The Fire Chief or Deputy Chief may grant an additional leave of absence in the event of the death of any of the aforementioned classes of persons, not exceeding two (2) days, in cases involving extensive travel out of town.

ARTICLE 25
Exchange of Days Off

The Chief or officer in charge may grant the request of any two employees of the Fire Bureau to exchange days off. However, the approval of such a request shall not cause any overtime pay to be expended by the City.

ARTICLE 26
Relief At Fire
Deleted Effective 01/01/94

ARTICLE 27
Official Duties Outside City Limits

When any employee is ordered to render services or perform official duties, including schooling, outside the City of Harrisburg, the City shall continue to be liable and responsible to the employee on the same basis as if the employee were performing said services or duties within the City Limits.

ARTICLE 28
Grievance and Arbitration

Section 1-Step 1

If any employee believes that (s)he has a justifiable grievance, which shall be defined as any dispute arising under this Agreement relating to the interpretation or application of the terms and conditions of this Agreement, (s)he shall file a grievance with the Fire Chief within twenty (20) business days of the occurrence. The Fire Chief shall convene a hearing within fifteen (15) business days after his receipt of the grievance and issue a written decision within five (5) business days of the first step hearing date. If the position of Fire Chief is vacant, the Grievance Committee may proceed to Step 2.

Section 1-Step 2

If the grievance is not settled at Step 1 the Grievance Committee shall submit a resume of the problems to the Mayor within fifteen (15) business days of the Fire Chief's response. The Mayor or his designee shall have twenty (20) business days from the date of the resume to make a formal response or schedule a hearing. The Hearing Officer shall respond in writing to the grievance within ten (10) business days of the hearing date. The City and the Union agree to reveal all witnesses and evidence that will be relied upon in arbitration at the second step. To the extent new evidence or witnesses become known after the Second Step Hearing has been held, and prior to the arbitration date, the City and the Union agree to make the other party aware of the new information and provide the informed party with the opportunity to evaluate the new information and respond to it. If the decision tendered by the Mayor or his designee is unsatisfactory to the grieving party, the dispute must be submitted to arbitration in accordance with the arbitration procedures of this Agreement within fifteen (15) business days after receipt of the Step 2 decision.

Section 2-Disputes

Any disputes arising under this Agreement relating to interpretation or application of the terms and conditions of this Agreement shall be subject to arbitration in accordance with the arbitration provisions of this Agreement, and any award made pursuant to any such arbitration shall be final and binding upon the City and the Union and shall not be subject to appeal or review except as otherwise provided by law.

Section 3-Arbitration

Whenever, either under the grievance procedure or any other part of this Agreement providing for arbitration, either party desires to submit such matter to arbitration, the moving party shall submit such matter to the American Arbitration Association within fifteen (15) business days of the Second Step decision. The arbitrator shall be chosen from a list of five (5) arbitrators submitted by the American Arbitration Association. Each party shall strike names alternately from the list, commencing with the party seeking arbitration, and the last name remaining shall be the arbitrator. The expenses of the arbitrator shall be borne equally by the City and the Union. In no event shall the arbitrator have jurisdiction or authority to add to, subtract from or modify in any way any provisions of this Agreement. Any award made pursuant to any arbitration action shall be final and binding upon the City and the Union and shall not be subject to appeal or review except as provided by law.

ARTICLE 29 **Safety and Health**

Section 1-Joint Committee

The City and Union shall cooperate fully in all matters relating to the safety, health and sanitation affecting employees. City shall furnish all special safety equipment. City and Union agree to form

a joint Safety and Health Advisory Committee, to be comprised of three (3) members appointed by Union and three (3) members appointed by City, for the purpose of developing and recommending required safety, health and sanitation standards for employees in the Fire Bureau.

Section 2-Committee Funds

The City will set aside four thousand dollars (\$4,000.00) of its annual Fire Bureau budget to maintain permanent station equipment, such as dishwashers, fans, plumbing and other similar items. The Health and Safety committee shall submit to the Fire Chief a request for the repair of any such equipment when, in the opinion of a majority of the Health and Safety Committee, such is required. The Fire Chief shall meet with the Health and Safety Committee to discuss any such repairs if he feels such a meeting is necessary. In no event will the City be required to expend sums in excess of those set aside in the annual budget. In the event of conflicting claims, that is, when the cost of maintenance exceeds the amount of monies available, the Health and Safety Committee shall decide which permanent station equipment shall be maintained or repaired with the budgeted amount.

Section 3-Aerial Apparatus Testing

The City and Union agree that all aerial devices shall be certified by an independent agent by December 31st of each year in accordance with NFPA standards or the apparatus shall be placed out of service.

ARTICLE 30

Supplemental Payments

All supplemental payments to be made under this Agreement, such as college credit payments, shall be paid by separate check to each member, including S.C.B.A. service personnel.

ARTICLE 31

Management and Union Rights, Working Rules and Discipline

Section 1-Management

The management of the Fire Bureau and the direction of the working force is the responsibility of the City, including the right to hire, assign or transfer within the Fire Bureau, promote, retain, discipline, or discharge for proper cause, maintain efficient operations, to relieve employees from duty because of lack of work, to determine and regulate the methods, processes and means of performance, schedule of work force on the existing shifts, introduce new or improved methods or facilities, and to extend, limit or curtail its operations, when in its sole discretion it may deem it advisable to do so, provided this will not be used for the purpose of discrimination against the Union or any employee or to avoid any of the provisions of this Agreement, applicable law and past practices presently in effect.

Section 1A-Radio Room

- (A) The parties shall agree in writing to a procedure whereby the City shall provide a third frequency on the existing radio system that will be used for Mutual Aid. The remaining two frequencies shall be dedicated to the use of the Harrisburg Fire Bureau for main dispatch and primary fireground purposes.
- (B) The current Bargaining Unit Member shall continue to be assigned to the Radio Room until such time as those functions are completely transferred to Dauphin County, at which time the current Bargaining Unit Member will be guaranteed a light-duty position at a permanent site, with a specific job description and an established schedule.

The City and the Union agree that if the County builds a county-wide trunk public radio system, the City of Harrisburg will participate and all City radio frequencies will be assigned to the County if such is required. At that time, the City and the Union will update all applicable Memoranda of Understanding and will negotiate any safety issues which must be addressed.

Section 2-Work Rules

The Department of Public Safety and the Fire Chief may promulgate rules and regulations for the operation of the Fire Bureau and the conduct of its employees. New rules, or changes in rules, shall be accomplished through formal meetings and discussions between the City and the Union. Notice of the promulgation of any rule and regulation shall be given to the Union at least ten (10) calendar days prior to its effective date. Mutual consent is not required.

Section 3-Appendices and Amendments

All appendices and memorandums of understanding concerning this Agreement shall be numbered (or lettered), dated and signed by the responsible parties and shall be subject to all the provisions of this Agreement.

Section 4-Prevailing Rights

All rights, privileges and working conditions enjoyed by the employees at the present time, which are not included in the Agreement, shall remain in full force, unchanged and unaffected in any manner, during the term of this Agreement unless changed by mutual consent.

Section 5-Manpower

No station will be left with less than two (2) men. An employee may leave his station only with permission from a superior officer. The superior officer shall arrange for a replacement as expeditiously as possible.

Diminution of manpower to less than two (2) men per station will not be on a scheduled basis.

No piece of equipment, excluding passenger vehicles, deployed to a fire shall have less than two (2) Firefighters unless the N.F.P.A. Handbook provides for a lesser number with regard to such piece of equipment. Two pieces of apparatus (i.e. wagons) in service will have no less than three (3) paid Firefighters assigned to them at all times.

Effective July 1, 1994, the City shall at all times maintain a minimum manpower complement actually working on each shift of not less than sixteen (16) Firefighters and/or Lieutenants and one (1) Command Officer with the rank of either Acting Battalion Chief or Battalion Chief. Notwithstanding the foregoing, the City shall not be obligated to fill the sixth or greater vacancy on each shift to satisfy the requirements of this section when there are more than five vacancies on that shift attributable to sick leave. The City shall exert every reasonable effort not to encumber the ready availability of apparatus through their involvement in, or assignment to, non-suppression activities.

Section 6-Discipline

No employee shall be disciplined or discharged without just cause. The Director of Public Safety and the Fire Chief shall have the right to discipline or recommend the discharge of employees for just cause. Disciplinary action taken by the Director of Public Safety or the Fire Chief with respect to any employee which is not subject to appeal or other review pursuant to law, including official reprimand which is made part of the personnel record of any employee, shall be subject to the grievance procedures established in this Agreement.

A hearing shall be held to investigate the charges prior to the imposition of discipline or discharge. At least five (5) calendar days before the hearing, the employee and Union shall be notified in writing of the charges, and the time and place of the hearing. The employee shall have the right to be accompanied and represented by the Union and/or legal counsel. This paragraph shall not apply to verbal reprimands.

The employee, Union, or City may request a transcript be made of the hearing at their own cost.

The discharge provisions of this section do not apply to probationary employees.

Section 7-Reprimands

To the extent practicable, individual disciplinary inter-views, reprimands or evaluations of work performance shall be held in private, provided that the supervisors and officers of the Bureau of Fire shall have the right and responsibility to conduct after-fire critiques in group form.

Section 8-Personnel Files

Employees shall receive notice of disciplinary action or that adverse material has been placed in their personnel files, and notice that disciplinary action has been taken, or that adverse material has been

placed in personnel files shall be given to Union. Record of suspension for any reason, shall be removed from the employee's personnel file four (4) years after the date said suspension was given, provided that no other disciplinary action of the same type has been imposed during that four (4) year period.

Section 9-Inspection of Personnel Files

Each employee shall have the right to inspect his/her personnel file, upon request during normal office working hours.

Section 10-Pending Investigations

Material relating to pending investigations shall not be placed in personnel files until completion of the investigation.

Section 11-Uniform/Civilian Clothing

Members of the Bargaining Unit may come to work and leave from work after their tour of duty in civilian clothing provided that the clothing worn is of suitable nature. "Suitable" clothing shall include, but shall not be limited to, clean and neatly pressed long or short sleeve shirts, slacks or shorts and shoes, sneakers or loafers. "Suitable" clothing shall not include cutoffs, underwear, bathing suits, sandals, or flip-flops (shower togs). Members must be in full work uniform and at the location(s) designated in writing by the Fire Chief at the beginning of their tour of duty.

Section 12-Parking

The employer shall provide, without cost to employees, adequate parking space adjacent to all fire stations.

Section 13A-Non-Emergency Duties

Members of the bargaining unit will not be required to perform non-emergency duties outdoors when the "Fire Chief, Deputy Chiefs or other designated management personnel" determines that the equipment may be adversely affected by the severity of the elements.

Members of the bargaining unit will not be required to perform non-emergency duties when it would be hazardous to their health and safety as determined by the Fire Chief, Deputy Chiefs or other designated management personnel. In addition, non-emergency duties will not be required to be performed if, as determined by the Fire Chief, Deputy Chiefs, or other designated management personnel, the state of preparedness in that station would be adversely affected.

Outdoor training will not be conducted on any day on which the temperature:

1. falls to 32 degrees, or less;
2. reaches 90 degrees, or more;
3. is more than 32 degrees but 32 degrees or less if affected by the wind chill factor;
4. is less than 90 degrees but 90 degrees or more if affected by the heat index.

At such times training may be moved indoors, if feasible.

Section 13B-Non-Emergency Duties - Maintenance

Repairs to Fire Bureau apparatus, tools, equipment and buildings will be performed by Firefighters, civilians or independent contractors at the Fire Chief's discretion.

Bargaining unit members will perform routine inspection, cleaning, maintenance and upkeep to hand and powered tools, small engines, hose and appliances, and stations and apparatus.

Personnel shall not be required to perform repairs between the hours of 1600 and 0730, or on Sundays and Holidays, unless an emergency repair would be necessary for equipment, tools or apparatus. Emergency repair is defined as the repair of a critical piece of equipment, tool or apparatus, which could not be readily replaced, and without such, emergency service would be significantly hampered. Traditional station cleaning (housework), daily apparatus and equipment inspections, as well as post-use cleaning and re-servicing of tools, equipment and apparatus are not included as part of the Section. This language shall not prohibit members from voluntarily repairing tools or equipment between 1600 and 0730 and on Sundays and Holidays.

Training, as necessary, shall be provided by the City. Tools and equipment necessary for performance of these duties will be maintained by the City in each Fire Station, and such shall not include tools normally maintained on apparatus.

Examples of the type of work bargaining-unit members will be required to perform under this section are:

- Traditional station cleaning, maintenance, repair and upkeep.
- Cleaning, maintenance and repair of hose and water appliances.
- Cleaning, maintenance and repair of hand tools.
- Cleaning, maintenance and repair of powered tools.
- Cleaning, maintenance and repair of small engines.
- Cleaning, maintenance and repair of ground ladders, not including those repairs which require a certification.
- Calibration and minor repairs to electronic tools and equipment.
- Replacement of bulbs on apparatus and portable lighting systems.
- Minor repairs, body work and detailing of apparatus.
- Mounting of equipment on apparatus.
- Cleaning, maintenance and repair to SCBA's and related systems, as directed through the Mask Service Unit.
- Routine lubrication on pump valves, hinges, handles, etc.
- Lubrication of aerial waterways and booms.
- Daily, weekly, monthly and annual apparatus and equipment inspection, maintenance and testing.

Bargaining-unit personnel will not be required to perform state inspections, scheduled fleet maintenance, tire maintenance, repairs and changing, repairs to engines, drive trains, steering and braking systems and major repairs to all of the following: firefighting and hydraulic systems, body, frame and suspension systems, electrical systems.

Additional maintenance duties outside the scope of this section, and self help projects outside the scope of traditional station repair and upkeep will be mutually agreed to by both the City and the Union.

Section 14-Incentive Pay

- (A) **College Credit Compensation:** Each member of the bargaining unit who successfully completes accredited college level courses, either before or during his service as a member of the Bureau of Fire, shall be paid annually Four (\$4.00) Dollars per credit hour successfully completed. E.M.T. shall be considered a 3-credit course. A minimum of fifteen (15) credits is required in order to receive any such payments. Payment shall be calculated on February 1 of each calendar year after the employee verifies to the Fire Chief the credits earned. Courses must be related to the Fire Science or Management curriculum. Credited courses from the National Fire Academy, or any other fire service academy, shall be considered college-accepted accredited courses, and shall be accepted for their credited value. Payments shall be made by June 1 of each year.
- (B) **S.C.B.A. Mechanics Compensation:** No less than four (4) Fire Bureau employees qualified by the manufacturers as S.C.B.A. service personnel and approved by the Fire Chief shall be entitled to an additional Two Hundred Fifty (\$250.00) compensation annually. The Chief shall receive recommendations from the Fire Bureau Master Mechanic and the Chief shall make the final determination as to which employee or employees are to receive said compensation.

Section 15-Personal History Files

The City shall maintain a complete history in Radio Room of all personnel requesting this service stating such as next of kin, religion, all family members plus spouse's work number, etc. and who to notify in case of injury or death. The Union shall provide to the City a complete form showing what areas of history are to be maintained. Each individual is responsible for notification of changes which shall be directed to the Office of the Fire Chief.

Section 16-Emergency Mobile Communications Unit

Whenever the Harrisburg Fire and Police Emergency Mobile Communications Unit is placed into service and communications via the fire radio is required, a qualified career Firefighter shall man the radio in the vehicle. This section shall not prevent the Mayor or other qualified personnel from using the radio.

Section 17-Drug Policy (Exhibit B)

All bargaining-unit members shall be subject to all of the provisions of the City of Harrisburg Bureau of Fire Drug and Alcohol Policy as negotiated by the parties.

Section 18 - Mechanic's Positions

Within thirty (30) calendar days of the date this contract is signed, the Assistant Master Mechanics positions shall be abolished and the Master Mechanic's position shall be redefined. The incumbent Assistant Master Mechanics will get a superbid to the rank last held and their salaries shall be red-circled until such time as the salary of all other Driver/Operators is equal to that of the red-circled

salary of the Assistant Master Mechanics. The City shall not be precluded from contracting with civilian or independent contractors to effect repairs to Bureau apparatus between the date this contract is signed and the date on which the Assistant Master Mechanic positions are abolished. The position of Master Mechanic will be maintained until such time as the position becomes vacant, at which time it shall be abolished. The Master Mechanic shall:

1. Report directly to the Deputy Chief of Operations.
2. Be assigned duties, as necessary, commensurate with previous duties, to include:
 - Maintenance and repair of hand and powered tools and equipment.
 - Minor repairs to apparatus.
 - Assisting with the coordination of repairs through the third party contractor.
 - Assisting with coordination of the Fire Bureau Annual Apparatus and Equipment Testing/Certification Program.
3. Have as his hours of work those of the Harrisburg Bureau of Fire "E" Platoon.
4. The incumbent Master Mechanic shall fulfill the duties identified for this position until such time as he leaves employment with the City of Harrisburg Bureau of Fire, at which time the position of Master Mechanic shall be abolished.
5. Have a rate of compensation consistent with the pay grade of Battalion Chief as well as all other applicable benefits established in the current Labor Agreement.

The parties agree that applicable work rules will be amended to be in keeping with this contract language.

ARTICLE 32 **Reporting Days Off**

Any employee who is unable to report to work because of emergency or other justifiable cause, in order to receive time off with pay for any day or days lost, either by reason of accrued sick leave, vacation or other leave of absences with pay, must notify the Fire Bureau's designee on a recorded line, giving the reason for failure to report to work at least one (1) hour prior to the scheduled starting time of a daylight tour and at least two (2) hours prior to the start of a night tour of duty, except in the event of emergency, in which event notification shall be given as soon as possible. It shall be the duty of the designee to immediately notify the Chief in charge at the time. This provision shall not be interpreted so as to condone repeated absences from work on the part of any employee.

ARTICLE 33 **Protection of Property and Equipment**

It shall be the duty of each employee of the Fire Bureau having custody of any equipment and property of the City to see that it is properly cared for and maintained in a clean condition and that it is returned to its proper place of storage upon completion of use thereof.

ARTICLE 34
Strikes, Lockouts and Slowdowns

There shall be no strikes, sitdowns, slowdowns or lockouts during the term of this Agreement.

ARTICLE 35
Pension

Section 1-Pension Management

Effective January 1, 1987, all members of the Fire Bureau shall be enrolled in the Pennsylvania Municipal Retirement System. All members of the Fire Bureau shall be governed by the terms and conditions of the contract between the City and PMRS.

The City shall, by January 31, 1987, furnish all employees with a complete copy of the PMRS Contract. At any time during the term of this Agreement should any part of the PMRS contract change, the City shall provide copies of the changes to all members.

Section 2-Financial Status

Union urges City to take whatever measures necessary to improve the financial status of the Firemen's Pension Fund.

Section 3-Repayment of Pension Contributions Before Retirement

Upon termination of any member of the Fire Bureau, all monies accrued within the Pension Fund shall be turned over to said member within thirty (30) calendar days from date of termination; provided, however, should a member so elect, he may leave such monies on deposit with the Pension Fund indefinitely.

If a member of the Fire Bureau elects to withdraw all monies accrued within the Pension Fund in accordance with this Section, these monies will be subject to any credits or offsets provided by the Pension Agreement, Heart and Lung Act, as amended, Workers' Compensation Act, as amended, and any other state or federal law.

Section 4-Pension Computation

Firemen's Pension Fund A Plan and B Plan pensions shall be computed as follows:

BASE + INCENTIVE + LONGEVITY + RANK DIFFERENTIAL + PREMIUM
PAY(as defined in Article 5, Section 5A)

Section 5 - B-Plan Widow's Pension

Effective January 1, 2000, the surviving spouse benefit for B-Plan members shall be increased to 100%.

Section 6-Non-Monetary Benefits

The City and the Union agree to meet and negotiate language which addresses non-monetary benefits that may be available in the Firefighters pension program as a result of any enactments in state or federal law. This agreement is to be in no way construed as an agreement to reopen the contract to provide for this language.

Section 7 - Monetary Benefits

Effective January 1, 2002, Fire Pension Plans A & B will be merged to provide the following benefits for all members of the Fire Pension Plan:

- Eligible for Retirement at 50 years of age and 20 years of service.
- 100% vesting after 10 years of service.
- Service increment of 1.25% for every year of service over 20 years (no cap).
- Final Salary - the annualized basic compensation rate, including longevity payments, rank differential pay, incentive pay and premium overtime pay, as defined in City of Harrisburg's collective bargaining agreement with the firefighters, but excluding shift differential, overtime pay, terminal leave pay, payments for off-duty schooling or drill or court time, clothing and equipment allowances, meal allowances, educational incentive payments, acting officers' pay, bonuses, payments in lieu of dependents' health insurance costs, severance pay and other special forms of compensation, at the time an application for a benefit is filed with the Board, or for the highest consecutive five (5) of the ten (10) years prior to retirement, whichever is higher.
- Eligible for disability retirement after four (4) years of service.

Firefighters who retire after January 2, 2005 will be:

- Eligible for a COLA at the rate of one half of the negotiated percentage or flat monetary increase received by active members, with a lifetime cap of 10%.

ARTICLE 36 **Vesting Rights**

Section 1

Effective January 1, 2002, employees of the Bureau of Fire who are members of the Fireman's Pension Fund shall be vested after ten (10) years of active service. If a member leaves City service after vesting but before (s)he is eligible for a retirement benefit, such member shall not receive any payments from the fund until (s)he has attained at least the age of fifty (50) years. Benefits shall be calculated as of the date of separation from City service. The member's account shall not accrue interest nor shall the member be required to pay any fees or contributions during the period from the date of separation until benefits begin.

Section 2

In the event a member of the Fire Bureau elects to retire after twenty (20) years active service and dies prior to the date he actually becomes eligible for pension payments under the above provisions, his widow shall receive the same benefits as the retired member would have received if he had attained the age of fifty (50) years of age.

ARTICLE 37

Work Rules

Within thirty (30) business days of the date this Agreement is issued the City shall provide to the Union a complete copy of all work rules in effect or which were withdrawn, amended or revised. These rules shall include the date of issuance and where different, the effective date. This item requires no change to Article 31, Section 2, "Work Rules".

ARTICLE 38

Discrimination

Both the employer and the Union agree not to discriminate against any employee on the basis of race, creed, color, sex, marital status, age, national origin, union membership or political affiliation.

ARTICLE 39

Applicable Law

Any and all terms and conditions of this Agreement are subject to applicable civil service laws, the Heart & Lung Act, the Workers' Compensation Act and other applicable laws of the Commonwealth of Pennsylvania.

The parties agree that if the pension benefits negotiated for the 2002-2005 contract are held to be illegal after all appeals have been exhausted, the residency requirement for firefighters hired on or after 01/01/02 will be nullified.

ARTICLE 40

Severability

If any provision of this Agreement, or the application thereof to any person or circumstances is held invalid, the remainder of this Agreement or the application of any such provision to any other person or circumstance shall not be affected thereby, and the provisions of this Agreement are hereby declared to be severable.

ARTICLE 41

Leaves of Absence for Union Business

Employees shall be entitled to leaves of absence with pay to attend to Union business as follows:

- A. A total not to exceed twenty-five (25) days of leave of absence with pay per year for purposes of attending an I.A.F.F. biennial convention, Pennsylvania AFL-CIO biennial convention or an I.A.F.F. sponsored seminar or Union internal affairs, provided employee is the Union President or his designee, and adequate notice is given to the Fire Chief.

Effective January 1, 1993, the total as above shall not exceed thirty (30) days of leave of absence with pay per year, plus the accumulation of unused days, not to exceed fifty (50) days.

- B. Union officers not exceeding three (3) to attend all regularly scheduled local meetings, not more frequently than monthly, such time to begin sixty (60) minutes prior to the commencement of the meeting and to last until sixty (60) minutes after the close of such meeting. This provision will not result in the payment of overtime. Union officers shall respond to multiple alarm fires.
- C. Three (3) Union officers to attend scheduled meetings between City and its representatives and Union relating to City-Union business.
- D. At no time shall more than three (3) Union members be off duty with leave of absence under this Article.
- E. A Union day provided under Article 41 shall not have any effect on Article 7, and shall not be considered a holiday for the purpose of the Holiday Section/Assignment process, so long as the Union official requesting the days does so at least two (2) calendar weeks in advance.

ARTICLE 42

Residency

Each Firefighter hired on or after January 1, 2002 shall be required to establish a residence within the corporate limits of the City of Harrisburg within six (6) months from the date on which the Firefighter completes his/her probationary period. Thereafter, the Firefighter shall be required to maintain a residence within the corporate limits of the City of Harrisburg for the duration of his/her employment with the City of Harrisburg, in accordance with the definition set forth in Section 2-711 of the Codified Ordinances of the City of Harrisburg.

ARTICLE 43

Term of Agreement

The term of this Agreement shall be for four (4) years, commencing on, January 1, 2002, and ending December 31, 2005.

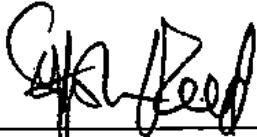
ARTICLE 44

Headings

Any headings preceding the text of the several Articles, Sections and Sub-sections hereof are inserted solely for the convenience of reference and shall not constitute a part of this Agreement nor shall they affect its meaning, construction or effect.

SIGNATURE PAGE

CITY OF HARRISBURG




Stephen R. Reed
Mayor



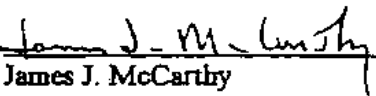
Linda Lingle
Deputy Business Administrator



Chief Donald Konkle
Bureau of Fire



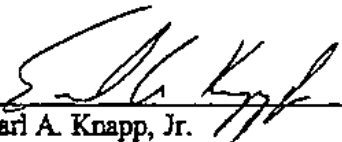
Judith Schimmel, Esq.
City Solicitor



James J. McCarthy
Controller

Date: 5/17/02


LOCAL 428-L.A.F.F.



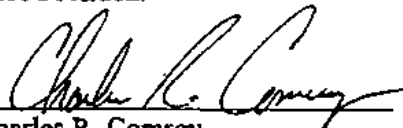
Earl A. Knapp, Jr.
President



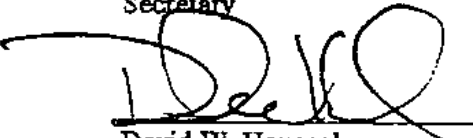
Robert C. Sullivan
Vice President



Steven R. Vassar
Vice President



Charles R. Comrey
Secretary



David W. Houseal
Negotiator

Date: 5/17/02

EXHIBIT "A"

42 HOUR WORK WEEK

8-WEEK CYCLE

	SUN.	MON.	TUES.	WED.	THURS	FRI.	SAT.
1.	D	D	N	N	X	X	X
2.	X	D	D	N	N	X	X
3.	X	X	D	D	N	N	X
4.	X	X	X	D	D	N	N
5.	X	X	X	X	D	D	N
6.	N	X	X	X	X	D	D
7.	N	N	X	X	X	X	D
8.	D	N	N	X	X	X	X

EXHIBIT C - JANUARY 2002 HOURLY/PREMIUM TIME SCALES

(Based on 0% increase in January from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
FF1	0-3	37,538.52	18.0474	27.0711	1,443.79	1,497.93	1,552.07
FF2	0-3	37,538.52	18.0474	27.0711	1,443.79	1,497.93	1,552.07
D/O	0-3	40,111.92	19.2846	28.9269	1,542.77	1,600.62	1,658.48
D/O	4	40,754.92	19.5937	29.3906	1,567.50	1,626.28	1,685.06
D/O	5	40,767.92	19.6000	29.4000	1,568.00	1,626.80	1,685.60
D/O	6	40,778.92	19.6053	29.4080	1,568.42	1,627.24	1,686.05
D/O	7	40,791.92	19.6115	29.4173	1,568.92	1,627.75	1,686.59
D/O	8	40,802.92	19.6168	29.4252	1,569.34	1,628.19	1,687.04
D/O	9	41,516.92	19.9601	29.9402	1,596.81	1,656.69	1,716.57
D/O	10	41,540.92	19.9716	29.9574	1,597.73	1,657.64	1,717.56
D/O	11	41,566.92	19.9841	29.9762	1,598.73	1,658.68	1,718.63
D/O	12	41,591.92	19.9961	29.9942	1,599.69	1,659.68	1,719.67
D/O	13	41,616.92	20.0081	30.0122	1,600.65	1,660.67	1,720.70
D/O	14	42,405.92	20.3875	30.5813	1,631.00	1,692.16	1,753.33
D/O	15	42,446.92	20.4072	30.6108	1,632.58	1,693.80	1,755.02
D/O	16	42,483.92	20.4250	30.6375	1,634.00	1,695.28	1,756.55
D/O	17	42,523.92	20.4442	30.6663	1,635.54	1,696.87	1,758.21
D/O	18	42,562.92	20.4629	30.6944	1,637.03	1,698.42	1,759.81
D/O	19	43,432.92	20.8812	31.3218	1,670.50	1,733.14	1,795.79
D/O	20	43,485.92	20.9067	31.3601	1,672.54	1,735.26	1,797.98
D/O	21	43,539.92	20.9327	31.3991	1,674.62	1,737.42	1,800.22
D/O	22	43,592.92	20.9581	31.4372	1,676.65	1,739.52	1,802.40
D/O	23	43,648.92	20.9851	31.4777	1,678.81	1,741.77	1,804.72
D/O	24	44,601.92	21.4432	32.1648	1,715.46	1,779.79	1,844.12
D/O	25	44,670.92	21.4764	32.2146	1,718.11	1,782.54	1,846.97
D/O	26	44,740.92	21.5101	32.2652	1,720.81	1,785.34	1,849.87
D/O	27	44,811.92	21.5442	32.3163	1,723.54	1,788.17	1,852.81
D/O	28	44,881.92	21.5778	32.3667	1,726.22	1,790.95	1,855.69
D/O	29+	44,953.92	21.6125	32.4188	1,729.00	1,793.84	1,858.68

EXHIBIT C - JULY 2002 HOURLY/PREMIUM TIME SCALES

(Based on 2% increase in July from January 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>July Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
FF1	0-3	38,289.29	18.4083	27.6125	1,472.66	1,527.89	1,583.11
FF2	0-3	38,289.29	18.4083	27.6125	1,472.66	1,527.89	1,583.11
D/O	0-3	40,914.16	19.6703	29.5055	1,573.62	1,632.63	1,691.64
D/O	4	41,557.16	19.9794	29.9691	1,598.35	1,658.29	1,718.23
D/O	5	41,570.16	19.9857	29.9786	1,598.86	1,658.82	1,718.77
D/O	6	41,581.16	19.9909	29.9864	1,599.27	1,659.24	1,719.22
D/O	7	41,594.16	19.9972	29.9958	1,599.78	1,659.77	1,719.76
D/O	8	41,605.16	20.0025	30.0038	1,600.20	1,660.21	1,720.22
D/O	9	42,319.16	20.3458	30.5187	1,627.66	1,688.70	1,749.73
D/O	10	42,343.16	20.3573	30.5360	1,628.58	1,689.65	1,750.72
D/O	11	42,369.16	20.3698	30.5547	1,629.58	1,690.69	1,751.80
D/O	12	42,394.16	20.3818	30.5727	1,630.54	1,691.69	1,752.83
D/O	13	42,419.16	20.3938	30.5907	1,631.50	1,692.68	1,753.86
D/O	14	43,208.16	20.7732	31.1598	1,661.86	1,724.18	1,786.50
D/O	15	43,249.16	20.7929	31.1894	1,663.43	1,725.81	1,788.19
D/O	16	43,286.16	20.8107	31.2161	1,664.86	1,727.29	1,789.72
D/O	17	43,326.16	20.8299	31.2449	1,666.39	1,728.88	1,791.37
D/O	18	43,365.16	20.8486	31.2729	1,667.89	1,730.44	1,792.98
D/O	19	44,235.16	21.2669	31.9004	1,701.35	1,765.15	1,828.95
D/O	20	44,288.16	21.2924	31.9386	1,703.39	1,767.27	1,831.14
D/O	21	44,342.16	21.3183	31.9775	1,705.46	1,769.42	1,833.37
D/O	22	44,395.16	21.3438	32.0157	1,707.50	1,771.53	1,835.56
D/O	23	44,451.16	21.3708	32.0562	1,709.66	1,773.77	1,837.88
D/O	24	45,404.16	21.8289	32.7434	1,746.31	1,811.80	1,877.28
D/O	25	45,473.16	21.8621	32.7932	1,748.97	1,814.56	1,880.14
D/O	26	45,543.16	21.8958	32.8437	1,751.66	1,817.35	1,883.03
D/O	27	45,614.16	21.9299	32.8949	1,754.39	1,820.18	1,885.97
D/O	28	45,684.16	21.9635	32.9453	1,757.08	1,822.97	1,888.86
D/O	29+	45,756.16	21.9982	32.9973	1,759.86	1,825.85	1,891.85

EXHIBIT C - 2002 SALARY SCALES
(Based on 2% increase in July from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Base</u>	<u>Longevity</u>	<u>January Salary</u>	<u>January Hourly Rate</u>	<u>July Base</u>	<u>Longevity</u>	<u>July Salary</u>	<u>July Hourly Rate</u>
FF1	0-3	37,538.52	0.00	37,538.52	18.0474	38,289.29	0.00	38,289.29	18.4083
FF2	0-3	37,538.52	0.00	37,538.52	18.0474	38,289.29	0.00	38,289.29	18.4083
D/O	0-3	40,111.92	0.00	40,111.92	19.2846	40,914.16	0.00	40,914.16	19.6703
D/O	4	40,111.92	643.00	40,754.92	19.5937	40,914.16	643.00	41,557.16	19.9794
D/O	5	40,111.92	656.00	40,767.92	19.6000	40,914.16	656.00	41,570.16	19.9857
D/O	6	40,111.92	667.00	40,778.92	19.6053	40,914.16	667.00	41,581.16	19.9909
D/O	7	40,111.92	680.00	40,791.92	19.6115	40,914.16	680.00	41,594.16	19.9972
D/O	8	40,111.92	691.00	40,802.92	19.6168	40,914.16	691.00	41,605.16	20.0025
D/O	9	40,111.92	1,405.00	41,516.92	19.9601	40,914.16	1,405.00	42,319.16	20.3458
D/O	10	40,111.92	1,429.00	41,540.92	19.9716	40,914.16	1,429.00	42,343.16	20.3573
D/O	11	40,111.92	1,455.00	41,566.92	19.9841	40,914.16	1,455.00	42,369.16	20.3698
D/O	12	40,111.92	1,480.00	41,591.92	19.9961	40,914.16	1,480.00	42,394.16	20.3818
D/O	13	40,111.92	1,505.00	41,616.92	20.0081	40,914.16	1,505.00	42,419.16	20.3938
D/O	14	40,111.92	2,294.00	42,405.92	20.3875	40,914.16	2,294.00	43,208.16	20.7732
D/O	15	40,111.92	2,335.00	42,446.92	20.4072	40,914.16	2,335.00	43,249.16	20.7929
D/O	16	40,111.92	2,372.00	42,483.92	20.4250	40,914.16	2,372.00	43,286.16	20.8107
D/O	17	40,111.92	2,412.00	42,523.92	20.4442	40,914.16	2,412.00	43,326.16	20.8299
D/O	18	40,111.92	2,451.00	42,562.92	20.4629	40,914.16	2,451.00	43,365.16	20.8486
D/O	19	40,111.92	3,321.00	43,432.92	20.8812	40,914.16	3,321.00	44,235.16	21.2669
D/O	20	40,111.92	3,374.00	43,485.92	20.9067	40,914.16	3,374.00	44,288.16	21.2924
D/O	21	40,111.92	3,428.00	43,539.92	20.9327	40,914.16	3,428.00	44,342.16	21.3183
D/O	22	40,111.92	3,481.00	43,592.92	20.9581	40,914.16	3,481.00	44,395.16	21.3438
D/O	23	40,111.92	3,537.00	43,648.92	20.9851	40,914.16	3,537.00	44,451.16	21.3708
D/O	24	40,111.92	4,490.00	44,601.92	21.4432	40,914.16	4,490.00	45,404.16	21.8289
D/O	25	40,111.92	4,559.00	44,670.92	21.4764	40,914.16	4,559.00	45,473.16	21.8621
D/O	26	40,111.92	4,629.00	44,740.92	21.5101	40,914.16	4,629.00	45,543.16	21.8958
D/O	27	40,111.92	4,700.00	44,811.92	21.5442	40,914.16	4,700.00	45,614.16	21.9299
D/O	28	40,111.92	4,770.00	44,881.92	21.5778	40,914.16	4,770.00	45,684.16	21.9635
D/O	29+	40,111.92	4,842.00	44,953.92	21.6125	40,914.16	4,842.00	45,756.16	21.9982

EXHIBIT C - JANUARY 2002 HOURLY/PREMIUM TIME SCALES

(Based on 0% increase in January from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
LT.	4	43,971.66	21.1402	31.7103	1,691.22	1,754.64	1,818.06
LT.	5	43,984.66	21.1465	31.7198	1,691.72	1,755.16	1,818.60
LT.	6	43,995.66	21.1518	31.7277	1,692.14	1,755.60	1,819.05
LT.	7	44,008.66	21.1580	31.7370	1,692.64	1,756.11	1,819.59
LT.	8	44,019.66	21.1633	31.7450	1,693.06	1,756.55	1,820.04
LT.	9	44,733.66	21.5066	32.2599	1,720.53	1,785.05	1,849.57
LT.	10	44,757.66	21.5181	32.2772	1,721.45	1,786.00	1,850.56
LT.	11	44,783.66	21.5306	32.2959	1,722.45	1,787.04	1,851.63
LT.	12	44,808.66	21.5426	32.3139	1,723.41	1,788.04	1,852.67
LT.	13	44,833.66	21.5546	32.3319	1,724.37	1,789.03	1,853.70
LT.	14	45,622.66	21.9340	32.9010	1,754.72	1,820.52	1,886.32
LT.	15	45,663.66	21.9537	32.9306	1,756.30	1,822.16	1,888.02
LT.	16	45,700.66	21.9715	32.9573	1,757.72	1,823.63	1,889.55
LT.	17	45,740.66	21.9907	32.9861	1,759.26	1,825.23	1,891.20
LT.	18	45,779.66	22.0095	33.0143	1,760.76	1,826.79	1,892.82
LT.	19	46,649.66	22.4277	33.6416	1,794.22	1,861.50	1,928.79
LT.	20	46,702.66	22.4532	33.6798	1,796.26	1,863.62	1,930.98
LT.	21	46,756.66	22.4792	33.7188	1,798.34	1,865.78	1,933.22
LT.	22	46,809.66	22.5046	33.7569	1,800.37	1,867.88	1,935.40
LT.	23	46,865.66	22.5316	33.7974	1,802.53	1,870.12	1,937.72
LT.	24	47,818.66	22.9897	34.4846	1,839.18	1,908.15	1,977.12
LT.	25	47,887.66	23.0229	34.5344	1,841.83	1,910.90	1,979.97
LT.	26	47,957.66	23.0566	34.5849	1,844.53	1,913.70	1,982.87
LT.	27	48,028.66	23.0907	34.6361	1,847.26	1,916.53	1,985.80
LT.	28	48,098.66	23.1244	34.6866	1,849.95	1,919.32	1,988.70
LT.	29+	48,170.66	23.1590	34.7385	1,852.72	1,922.20	1,991.67

EXHIBIT C - JULY 2002 HOURLY/PREMIUM TIME SCALES
(Based on 2% increase in July from January 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>July Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
LT.	4	44,838.23	21.5568	32.3352	1,724.54	1,789.21	1,853.88
LT.	5	44,851.23	21.5631	32.3447	1,725.05	1,789.74	1,854.43
LT.	6	44,862.23	21.5684	32.3526	1,725.47	1,790.18	1,854.88
LT.	7	44,875.23	21.5746	32.3619	1,725.97	1,790.69	1,855.42
LT.	8	44,886.23	21.5799	32.3699	1,726.39	1,791.13	1,855.87
LT.	9	45,600.23	21.9232	32.8848	1,753.86	1,819.63	1,885.40
LT.	10	45,624.23	21.9347	32.9021	1,754.78	1,820.58	1,886.39
LT.	11	45,650.23	21.9472	32.9208	1,755.78	1,821.62	1,887.46
LT.	12	45,675.23	21.9592	32.9388	1,756.74	1,822.62	1,888.50
LT.	13	45,700.23	21.9713	32.9570	1,757.70	1,823.61	1,889.53
LT.	14	46,489.23	22.3506	33.5259	1,788.05	1,855.10	1,922.15
LT.	15	46,530.23	22.3703	33.5555	1,789.62	1,856.73	1,923.84
LT.	16	46,567.23	22.3881	33.5822	1,791.05	1,858.21	1,925.38
LT.	17	46,607.23	22.4073	33.6110	1,792.58	1,859.80	1,927.02
LT.	18	46,646.23	22.4261	33.6392	1,794.09	1,861.37	1,928.65
LT.	19	47,516.23	22.8443	34.2665	1,827.54	1,896.07	1,964.61
LT.	20	47,569.23	22.8698	34.3047	1,829.58	1,898.19	1,966.80
LT.	21	47,623.23	22.8958	34.3437	1,831.66	1,900.35	1,969.03
LT.	22	47,676.23	22.9213	34.3820	1,833.70	1,902.46	1,971.23
LT.	23	47,732.23	22.9482	34.4223	1,835.86	1,904.70	1,973.55
LT.	24	48,685.23	23.4064	35.1096	1,872.51	1,942.73	2,012.95
LT.	25	48,754.23	23.4395	35.1593	1,875.16	1,945.48	2,015.80
LT.	26	48,824.23	23.4732	35.2098	1,877.86	1,948.28	2,018.70
LT.	27	48,895.23	23.5073	35.2610	1,880.58	1,951.10	2,021.62
LT.	28	48,965.23	23.5410	35.3115	1,883.28	1,953.90	2,024.53
LT.	29+	49,037.23	23.5756	35.3634	1,886.05	1,956.78	2,027.50

EXHIBIT C - 2002 SALARY SCALES
(Based on 2% increase in July from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Base</u>	<u>Longevity</u>	<u>January Salary</u>	<u>January Hourly Rate</u>	<u>July Base</u>	<u>Longevity</u>	<u>July Salary</u>	<u>July Hourly Rate</u>
LT.	4	43,328.66	643.00	43,971.66	21.1402	44,195.23	643.00	44,838.23	21.5568
LT.	5	43,328.66	656.00	43,984.66	21.1465	44,195.23	656.00	44,851.23	21.5631
LT.	6	43,328.66	667.00	43,995.66	21.1518	44,195.23	667.00	44,862.23	21.5684
LT.	7	43,328.66	680.00	44,008.66	21.1580	44,195.23	680.00	44,875.23	21.5746
LT.	8	43,328.66	691.00	44,019.66	21.1633	44,195.23	691.00	44,886.23	21.5799
LT.	9	43,328.66	1,405.00	44,733.66	21.5066	44,195.23	1,405.00	45,600.23	21.9232
LT.	10	43,328.66	1,429.00	44,757.66	21.5181	44,195.23	1,429.00	45,624.23	21.9347
LT.	11	43,328.66	1,455.00	44,783.66	21.5306	44,195.23	1,455.00	45,650.23	21.9472
LT.	12	43,328.66	1,480.00	44,808.66	21.5426	44,195.23	1,480.00	45,675.23	21.9592
LT.	13	43,328.66	1,505.00	44,833.66	21.5546	44,195.23	1,505.00	45,700.23	21.9713
LT.	14	43,328.66	2,294.00	45,622.66	21.9340	44,195.23	2,294.00	46,489.23	22.3506
LT.	15	43,328.66	2,335.00	45,663.66	21.9537	44,195.23	2,335.00	46,530.23	22.3703
LT.	16	43,328.66	2,372.00	45,700.66	21.9715	44,195.23	2,372.00	46,567.23	22.3881
LT.	17	43,328.66	2,412.00	45,740.66	21.9907	44,195.23	2,412.00	46,607.23	22.4073
LT.	18	43,328.66	2,451.00	45,779.66	22.0095	44,195.23	2,451.00	46,646.23	22.4261
LT.	19	43,328.66	3,321.00	46,649.66	22.4277	44,195.23	3,321.00	47,516.23	22.8443
LT.	20	43,328.66	3,374.00	46,702.66	22.4532	44,195.23	3,374.00	47,569.23	22.8698
LT.	21	43,328.66	3,428.00	46,756.66	22.4792	44,195.23	3,428.00	47,623.23	22.8958
LT.	22	43,328.66	3,481.00	46,809.66	22.5046	44,195.23	3,481.00	47,676.23	22.9213
LT.	23	43,328.66	3,537.00	46,865.66	22.5316	44,195.23	3,537.00	47,732.23	22.9482
LT.	24	43,328.66	4,490.00	47,818.66	22.9897	44,195.23	4,490.00	48,685.23	23.4064
LT.	25	43,328.66	4,559.00	47,887.66	23.0229	44,195.23	4,559.00	48,754.23	23.4395
LT.	26	43,328.66	4,629.00	47,957.66	23.0566	44,195.23	4,629.00	48,824.23	23.4732
LT.	27	43,328.66	4,700.00	48,028.66	23.0907	44,195.23	4,700.00	48,895.23	23.5073
LT.	28	43,328.66	4,770.00	48,098.66	23.1244	44,195.23	4,770.00	48,965.23	23.5410
LT.	29+	43,328.66	4,842.00	48,170.66	23.1590	44,195.23	4,842.00	49,037.23	23.5756

EXHIBIT C - JANUARY 2002 HOURLY/PREMIUM TIME SCALES

(Based on 0% increase in January from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
CAPT.	9	46,020.37	22.1252	33.1878	1,770.02	1,836.40	1,902.77
CAPT.	10	46,044.37	22.1367	33.2051	1,770.94	1,837.35	1,903.76
CAPT.	11	46,070.37	22.1492	33.2238	1,771.94	1,838.39	1,904.84
CAPT.	12	46,095.37	22.1612	33.2418	1,772.90	1,839.38	1,905.87
CAPT.	13	46,120.37	22.1733	33.2600	1,773.86	1,840.38	1,906.90
CAPT.	14	46,909.37	22.5526	33.8289	1,804.21	1,871.87	1,939.53
CAPT.	15	46,950.37	22.5723	33.8585	1,805.78	1,873.50	1,941.21
CAPT.	16	46,987.37	22.5901	33.8852	1,807.21	1,874.98	1,942.75
CAPT.	17	47,027.37	22.6093	33.9140	1,808.74	1,876.57	1,944.40
CAPT.	18	47,066.37	22.6281	33.9422	1,810.25	1,878.13	1,946.02
CAPT.	19	47,936.37	23.0463	34.5695	1,843.70	1,912.84	1,981.98
CAPT.	20	47,989.37	23.0718	34.6077	1,845.74	1,914.96	1,984.17
CAPT.	21	48,043.37	23.0978	34.6467	1,847.82	1,917.11	1,986.41
CAPT.	22	48,096.37	23.1233	34.6850	1,849.86	1,919.23	1,988.60
CAPT.	23	48,152.37	23.1502	34.7253	1,852.02	1,921.47	1,990.92
CAPT.	24	49,105.37	23.6084	35.4126	1,888.67	1,959.50	2,030.32
CAPT.	25	49,174.37	23.6415	35.4623	1,891.32	1,962.24	2,033.17
CAPT.	26	49,244.37	23.6752	35.5128	1,894.02	1,965.05	2,036.07
CAPT.	27	49,315.37	23.7093	35.5640	1,896.74	1,967.87	2,039.00
CAPT.	28	49,385.37	23.7430	35.6145	1,899.44	1,970.67	2,041.90
CAPT.	29+	49,457.37	23.7776	35.6664	1,902.21	1,973.54	2,044.88
B.C.	9	47,693.07	22.9294	34.3941	1,834.35	1,903.14	1,971.93
B.C.	10	47,717.07	22.9409	34.4114	1,835.27	1,904.09	1,972.92
B.C.	11	47,743.07	22.9534	34.4301	1,836.27	1,905.13	1,973.99
B.C.	12	47,768.07	22.9654	34.4481	1,837.23	1,906.13	1,975.02
B.C.	13	47,793.07	22.9774	34.4661	1,838.19	1,907.12	1,976.05
B.C.	14	48,582.07	23.3568	35.0352	1,868.54	1,938.61	2,008.68
B.C.	15	48,623.07	23.3765	35.0648	1,870.12	1,940.25	2,010.38
B.C.	16	48,660.07	23.3943	35.0915	1,871.54	1,941.72	2,011.91
B.C.	17	48,700.07	23.4135	35.1203	1,873.08	1,943.32	2,013.56
B.C.	18	48,739.07	23.4322	35.1483	1,874.58	1,944.88	2,015.17
B.C.	19	49,609.07	23.8505	35.7758	1,908.04	1,979.59	2,051.14
B.C.	20	49,662.07	23.8760	35.8140	1,910.08	1,981.71	2,053.34
B.C.	21	49,716.07	23.9020	35.8530	1,912.16	1,983.87	2,055.57
B.C.	22	49,769.07	23.9274	35.8911	1,914.19	1,985.97	2,057.75
B.C.	23	49,825.07	23.9544	35.9316	1,916.35	1,988.21	2,060.08
B.C.	24	50,778.07	24.4125	36.6188	1,953.00	2,026.24	2,099.48
B.C.	25	50,847.07	24.4457	36.6686	1,955.66	2,029.00	2,102.33
B.C.	26	50,917.07	24.4794	36.7191	1,958.35	2,031.79	2,105.23
B.C.	27	50,988.07	24.5135	36.7703	1,961.08	2,034.62	2,108.16
B.C.	28	51,058.07	24.5471	36.8207	1,963.77	2,037.41	2,111.05
B.C.	29+	51,130.07	24.5818	36.8727	1,966.54	2,040.29	2,114.03

EXHIBIT C - JULY 2002 HOURLY/PREMIUM TIME SCALES

(Based on 2% increase in July from January 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>July Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
CAPT.	9	46,912.68	22.5542	33.8313	1,804.34	1,872.00	1,939.67
CAPT.	10	46,936.68	22.5657	33.8486	1,805.26	1,872.96	1,940.65
CAPT.	11	46,962.68	22.5782	33.8673	1,806.26	1,873.99	1,941.73
CAPT.	12	46,987.68	22.5902	33.8853	1,807.22	1,874.99	1,942.76
CAPT.	13	47,012.68	22.6023	33.9035	1,808.18	1,875.99	1,943.79
CAPT.	14	47,801.68	22.9816	34.4724	1,838.53	1,907.47	1,976.42
CAPT.	15	47,842.68	23.0013	34.5020	1,840.10	1,909.10	1,978.11
CAPT.	16	47,879.68	23.0191	34.5287	1,841.53	1,910.59	1,979.64
CAPT.	17	47,919.68	23.0383	34.5575	1,843.06	1,912.18	1,981.29
CAPT.	18	47,958.68	23.0571	34.5857	1,844.57	1,913.74	1,982.91
CAPT.	19	48,828.68	23.4753	35.2130	1,878.02	1,948.45	2,018.87
CAPT.	20	48,881.68	23.5008	35.2512	1,880.06	1,950.56	2,021.06
CAPT.	21	48,935.68	23.5268	35.2902	1,882.14	1,952.72	2,023.30
CAPT.	22	48,988.68	23.5523	35.3285	1,884.18	1,954.84	2,025.49
CAPT.	23	49,044.68	23.5792	35.3688	1,886.34	1,957.08	2,027.82
CAPT.	24	49,997.68	24.0373	36.0560	1,922.98	1,995.09	2,067.20
CAPT.	25	50,066.68	24.0705	36.1058	1,925.64	1,997.85	2,070.06
CAPT.	26	50,136.68	24.1042	36.1563	1,928.34	2,000.65	2,072.97
CAPT.	27	50,207.68	24.1383	36.2075	1,931.06	2,003.48	2,075.89
CAPT.	28	50,277.68	24.1720	36.2580	1,933.76	2,006.28	2,078.79
CAPT.	29+	50,349.68	24.2066	36.3099	1,936.53	2,009.15	2,081.77
B.C.	9	48,618.83	23.3744	35.0616	1,869.95	1,940.07	2,010.20
B.C.	10	48,642.83	23.3860	35.0790	1,870.88	1,941.04	2,011.20
B.C.	11	48,668.83	23.3985	35.0978	1,871.88	1,942.08	2,012.27
B.C.	12	48,693.83	23.4105	35.1158	1,872.84	1,943.07	2,013.30
B.C.	13	48,718.83	23.4225	35.1338	1,873.80	1,944.07	2,014.34
B.C.	14	49,507.83	23.8018	35.7027	1,904.14	1,975.55	2,046.95
B.C.	15	49,548.83	23.8216	35.7324	1,905.73	1,977.19	2,048.66
B.C.	16	49,585.83	23.8393	35.7590	1,907.14	1,978.66	2,050.18
B.C.	17	49,625.83	23.8586	35.7879	1,908.69	1,980.27	2,051.84
B.C.	18	49,664.83	23.8773	35.8160	1,910.18	1,981.81	2,053.44
B.C.	19	50,534.83	24.2956	36.4434	1,943.65	2,016.54	2,089.42
B.C.	20	50,587.83	24.3211	36.4817	1,945.69	2,018.65	2,091.62
B.C.	21	50,641.83	24.3470	36.5205	1,947.76	2,020.80	2,093.84
B.C.	22	50,694.83	24.3725	36.5588	1,949.80	2,022.92	2,096.04
B.C.	23	50,750.83	24.3994	36.5991	1,951.95	2,025.15	2,098.35
B.C.	24	51,703.83	24.8576	37.2864	1,988.61	2,063.18	2,137.76
B.C.	25	51,772.83	24.8908	37.3362	1,991.26	2,065.93	2,140.60
B.C.	26	51,842.83	24.9244	37.3866	1,993.95	2,068.72	2,143.50
B.C.	27	51,913.83	24.9586	37.4379	1,996.69	2,071.57	2,146.44
B.C.	28	51,983.83	24.9922	37.4883	1,999.38	2,074.36	2,149.33
B.C.	29+	52,055.83	25.0268	37.5402	2,002.14	2,077.22	2,152.30

EXHIBIT C - 2002 SALARY SCALES
(Based on 2% increase in July from 2001 base)

<u>Rank</u>	<u>Years of Service</u>	<u>January Base</u>	<u>Longevity</u>	<u>January Salary</u>	<u>January Hourly Rate</u>	<u>July Base</u>	<u>Longevity</u>	<u>July Salary</u>	<u>July Hourly Rate</u>
CAPT.	9	44,615.37	1,405.00	46,020.37	22.1252	45,507.68	1,405.00	46,912.68	22.5542
CAPT.	10	44,615.37	1,429.00	46,044.37	22.1367	45,507.68	1,429.00	46,936.68	22.5657
CAPT.	11	44,615.37	1,455.00	46,070.37	22.1492	45,507.68	1,455.00	46,962.68	22.5782
CAPT.	12	44,615.37	1,480.00	46,095.37	22.1612	45,507.68	1,480.00	46,987.68	22.5902
CAPT.	13	44,615.37	1,505.00	46,120.37	22.1733	45,507.68	1,505.00	47,012.68	22.6023
CAPT.	14	44,615.37	2,294.00	46,909.37	22.5526	45,507.68	2,294.00	47,801.68	22.9816
CAPT.	15	44,615.37	2,335.00	46,950.37	22.5723	45,507.68	2,335.00	47,842.68	23.0013
CAPT.	16	44,615.37	2,372.00	46,987.37	22.5901	45,507.68	2,372.00	47,879.68	23.0191
CAPT.	17	44,615.37	2,412.00	47,027.37	22.6093	45,507.68	2,412.00	47,919.68	23.0383
CAPT.	18	44,615.37	2,451.00	47,066.37	22.6281	45,507.68	2,451.00	47,958.68	23.0571
CAPT.	19	44,615.37	3,321.00	47,936.37	23.0463	45,507.68	3,321.00	48,828.68	23.4753
CAPT.	20	44,615.37	3,374.00	47,989.37	23.0718	45,507.68	3,374.00	48,881.68	23.5008
CAPT.	21	44,615.37	3,428.00	48,043.37	23.0978	45,507.68	3,428.00	48,935.68	23.5268
CAPT.	22	44,615.37	3,481.00	48,096.37	23.1233	45,507.68	3,481.00	48,988.68	23.5523
CAPT.	23	44,615.37	3,537.00	48,152.37	23.1502	45,507.68	3,537.00	49,044.68	23.5792
CAPT.	24	44,615.37	4,490.00	49,105.37	23.6084	45,507.68	4,490.00	49,997.68	24.0373
CAPT.	25	44,615.37	4,559.00	49,174.37	23.6415	45,507.68	4,559.00	50,066.68	24.0705
CAPT.	26	44,615.37	4,629.00	49,244.37	23.6752	45,507.68	4,629.00	50,136.68	24.1042
CAPT.	27	44,615.37	4,700.00	49,315.37	23.7093	45,507.68	4,700.00	50,207.68	24.1383
CAPT.	28	44,615.37	4,770.00	49,385.37	23.7430	45,507.68	4,770.00	50,277.68	24.1720
CAPT.	29+	44,615.37	4,842.00	49,457.37	23.7776	45,507.68	4,842.00	50,349.68	24.2066
B.C.	9	46,288.07	1,405.00	47,693.07	22.9294	47,213.83	1,405.00	48,618.83	23.3744
B.C.	10	46,288.07	1,429.00	47,717.07	22.9409	47,213.83	1,429.00	48,642.83	23.3860
B.C.	11	46,288.07	1,455.00	47,743.07	22.9534	47,213.83	1,455.00	48,668.83	23.3985
B.C.	12	46,288.07	1,480.00	47,768.07	22.9654	47,213.83	1,480.00	48,693.83	23.4105
B.C.	13	46,288.07	1,505.00	47,793.07	22.9774	47,213.83	1,505.00	48,718.83	23.4225
B.C.	14	46,288.07	2,294.00	48,582.07	23.3568	47,213.83	2,294.00	49,507.83	23.8018
B.C.	15	46,288.07	2,335.00	48,623.07	23.3765	47,213.83	2,335.00	49,548.83	23.8216
B.C.	16	46,288.07	2,372.00	48,660.07	23.3943	47,213.83	2,372.00	49,585.83	23.8393
B.C.	17	46,288.07	2,412.00	48,700.07	23.4135	47,213.83	2,412.00	49,625.83	23.8586
B.C.	18	46,288.07	2,451.00	48,739.07	23.4322	47,213.83	2,451.00	49,664.83	23.8773
B.C.	19	46,288.07	3,321.00	49,609.07	23.8505	47,213.83	3,321.00	50,534.83	24.2956
B.C.	20	46,288.07	3,374.00	49,662.07	23.8760	47,213.83	3,374.00	50,587.83	24.3211
B.C.	21	46,288.07	3,428.00	49,716.07	23.9020	47,213.83	3,428.00	50,641.83	24.3470
B.C.	22	46,288.07	3,481.00	49,769.07	23.9274	47,213.83	3,481.00	50,694.83	24.3725
B.C.	23	46,288.07	3,537.00	49,825.07	23.9544	47,213.83	3,537.00	50,750.83	24.3994
B.C.	24	46,288.07	4,490.00	50,778.07	24.4125	47,213.83	4,490.00	51,703.83	24.8576
B.C.	25	46,288.07	4,559.00	50,847.07	24.4457	47,213.83	4,559.00	51,772.83	24.8908
B.C.	26	46,288.07	4,629.00	50,917.07	24.4794	47,213.83	4,629.00	51,842.83	24.9244
B.C.	27	46,288.07	4,700.00	50,988.07	24.5135	47,213.83	4,700.00	51,913.83	24.9586
B.C.	28	46,288.07	4,770.00	51,058.07	24.5471	47,213.83	4,770.00	51,983.83	24.9922
B.C.	29+	46,288.07	4,842.00	51,130.07	24.5818	47,213.83	4,842.00	52,055.83	25.0268

EXHIBIT D - 2003 SALARY SCALES
 (Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
FF1	0-3	39,437.97	0.00	39,437.97	18.9606
FF2	0-3	39,437.97	0.00	39,437.97	18.9606
D/O	0-3	42,141.58	0.00	42,141.58	20.2604
D/O	4	42,141.58	643.00	42,784.58	20.5695
D/O	5	42,141.58	656.00	42,797.58	20.5758
D/O	6	42,141.58	667.00	42,808.58	20.5810
D/O	7	42,141.58	680.00	42,821.58	20.5873
D/O	8	42,141.58	691.00	42,832.58	20.5926
D/O	9	42,141.58	1,405.00	43,546.58	20.9359
D/O	10	42,141.58	1,429.00	43,570.58	20.9474
D/O	11	42,141.58	1,455.00	43,596.58	20.9599
D/O	12	42,141.58	1,480.00	43,621.58	20.9719
D/O	13	42,141.58	1,505.00	43,646.58	20.9839
D/O	14	42,141.58	2,294.00	44,435.58	21.3633
D/O	15	42,141.58	2,335.00	44,476.58	21.3830
D/O	16	42,141.58	2,372.00	44,513.58	21.4008
D/O	17	42,141.58	2,412.00	44,553.58	21.4200
D/O	18	42,141.58	2,451.00	44,592.58	21.4387
D/O	19	42,141.58	3,321.00	45,462.58	21.8570
D/O	20	42,141.58	3,374.00	45,515.58	21.8825
D/O	21	42,141.58	3,428.00	45,569.58	21.9085
D/O	22	42,141.58	3,481.00	45,622.58	21.9339
D/O	23	42,141.58	3,537.00	45,678.58	21.9609
D/O	24	42,141.58	4,490.00	46,631.58	22.4190
D/O	25	42,141.58	4,559.00	46,700.58	22.4522
D/O	26	42,141.58	4,629.00	46,770.58	22.4859
D/O	27	42,141.58	4,700.00	46,841.58	22.5200
D/O	28	42,141.58	4,770.00	46,911.58	22.5536
D/O	29+	42,141.58	4,842.00	46,983.58	22.5883

EXHIBIT D - 2003 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
FF1	0-3	39,437.97	18.9606	28.4409	1,516.85	1,573.73	1,630.61
FF2	0-3	39,437.97	18.9606	28.4409	1,516.85	1,573.73	1,630.61
D/O	0-3	42,141.58	20.2604	30.3906	1,620.83	1,681.61	1,742.39
D/O	4	42,784.58	20.5695	30.8543	1,645.56	1,707.27	1,768.98
D/O	5	42,797.58	20.5758	30.8637	1,646.06	1,707.79	1,769.51
D/O	6	42,808.58	20.5810	30.8715	1,646.48	1,708.22	1,769.97
D/O	7	42,821.58	20.5873	30.8810	1,646.98	1,708.74	1,770.50
D/O	8	42,832.58	20.5926	30.8889	1,647.41	1,709.19	1,770.97
D/O	9	43,546.58	20.9359	31.4039	1,674.87	1,737.68	1,800.49
D/O	10	43,570.58	20.9474	31.4211	1,675.79	1,738.63	1,801.47
D/O	11	43,596.58	20.9599	31.4399	1,676.79	1,739.67	1,802.55
D/O	12	43,621.58	20.9719	31.4579	1,677.75	1,740.67	1,803.58
D/O	13	43,646.58	20.9839	31.4759	1,678.71	1,741.66	1,804.61
D/O	14	44,435.58	21.3633	32.0450	1,709.06	1,773.15	1,837.24
D/O	15	44,476.58	21.3830	32.0745	1,710.64	1,774.79	1,838.94
D/O	16	44,513.58	21.4008	32.1012	1,712.06	1,776.26	1,840.46
D/O	17	44,553.58	21.4200	32.1300	1,713.60	1,777.86	1,842.12
D/O	18	44,592.58	21.4387	32.1581	1,715.10	1,779.42	1,843.73
D/O	19	45,462.58	21.8570	32.7855	1,748.56	1,814.13	1,879.70
D/O	20	45,515.58	21.8825	32.8238	1,750.60	1,816.25	1,881.90
D/O	21	45,569.58	21.9085	32.8628	1,752.68	1,818.41	1,884.13
D/O	22	45,622.58	21.9339	32.9009	1,754.71	1,820.51	1,886.31
D/O	23	45,678.58	21.9609	32.9414	1,756.87	1,822.75	1,888.64
D/O	24	46,631.58	22.4190	33.6285	1,793.52	1,860.78	1,928.03
D/O	25	46,700.58	22.4522	33.6783	1,796.18	1,863.54	1,930.89
D/O	26	46,770.58	22.4859	33.7289	1,798.87	1,866.33	1,933.79
D/O	27	46,841.58	22.5200	33.7800	1,801.60	1,869.16	1,936.72
D/O	28	46,911.58	22.5536	33.8304	1,804.29	1,871.95	1,939.61
D/O	29+	46,983.58	22.5883	33.8825	1,807.06	1,874.83	1,942.59

EXHIBIT D - 2003 SALARY SCALES
(Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
LT.	4	45,521.09	643.00	46,164.09	22.1943
LT.	5	45,521.09	656.00	46,177.09	22.2005
LT.	6	45,521.09	667.00	46,188.09	22.2058
LT.	7	45,521.09	680.00	46,201.09	22.2121
LT.	8	45,521.09	691.00	46,212.09	22.2174
LT.	9	45,521.09	1,405.00	46,926.09	22.5606
LT.	10	45,521.09	1,429.00	46,950.09	22.5722
LT.	11	45,521.09	1,455.00	46,976.09	22.5847
LT.	12	45,521.09	1,480.00	47,001.09	22.5967
LT.	13	45,521.09	1,505.00	47,026.09	22.6087
LT.	14	45,521.09	2,294.00	47,815.09	22.9880
LT.	15	45,521.09	2,335.00	47,856.09	23.0077
LT.	16	45,521.09	2,372.00	47,893.09	23.0255
LT.	17	45,521.09	2,412.00	47,933.09	23.0448
LT.	18	45,521.09	2,451.00	47,972.09	23.0635
LT.	19	45,521.09	3,321.00	48,842.09	23.4818
LT.	20	45,521.09	3,374.00	48,895.09	23.5073
LT.	21	45,521.09	3,428.00	48,949.09	23.5332
LT.	22	45,521.09	3,481.00	49,002.09	23.5587
LT.	23	45,521.09	3,537.00	49,058.09	23.5856
LT.	24	45,521.09	4,490.00	50,011.09	24.0438
LT.	25	45,521.09	4,559.00	50,080.09	24.0770
LT.	26	45,521.09	4,629.00	50,150.09	24.1106
LT.	27	45,521.09	4,700.00	50,221.09	24.1448
LT.	28	45,521.09	4,770.00	50,291.09	24.1784
LT.	29+	45,521.09	4,842.00	50,363.09	24.2130

EXHIBIT D - 2003 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
LT.	4	46,164.09	22.1943	33.2915	1,775.54	1,842.12	1,908.71
LT.	5	46,177.09	22.2005	33.3008	1,776.04	1,842.64	1,909.24
LT.	6	46,188.09	22.2058	33.3087	1,776.46	1,843.08	1,909.69
LT.	7	46,201.09	22.2121	33.3182	1,776.97	1,843.61	1,910.24
LT.	8	46,212.09	22.2174	33.3261	1,777.39	1,844.04	1,910.69
LT.	9	46,926.09	22.5606	33.8409	1,804.85	1,872.53	1,940.21
LT.	10	46,950.09	22.5722	33.8583	1,805.78	1,873.50	1,941.21
LT.	11	46,976.09	22.5847	33.8771	1,806.78	1,874.53	1,942.29
LT.	12	47,001.09	22.5967	33.8951	1,807.74	1,875.53	1,943.32
LT.	13	47,026.09	22.6087	33.9131	1,808.70	1,876.53	1,944.35
LT.	14	47,815.09	22.9880	34.4820	1,839.04	1,908.00	1,976.97
LT.	15	47,856.09	23.0077	34.5116	1,840.62	1,909.64	1,978.67
LT.	16	47,893.09	23.0255	34.5383	1,842.04	1,911.12	1,980.19
LT.	17	47,933.09	23.0448	34.5672	1,843.58	1,912.71	1,981.85
LT.	18	47,972.09	23.0635	34.5953	1,845.08	1,914.27	1,983.46
LT.	19	48,842.09	23.4818	35.2227	1,878.54	1,948.99	2,019.43
LT.	20	48,895.09	23.5073	35.2610	1,880.58	1,951.10	2,021.62
LT.	21	48,949.09	23.5332	35.2998	1,882.66	1,953.26	2,023.86
LT.	22	49,002.09	23.5587	35.3381	1,884.70	1,955.38	2,026.05
LT.	23	49,058.09	23.5856	35.3784	1,886.85	1,957.61	2,028.36
LT.	24	50,011.09	24.0438	36.0657	1,923.50	1,995.63	2,067.76
LT.	25	50,080.09	24.0770	36.1155	1,926.16	1,998.39	2,070.62
LT.	26	50,150.09	24.1106	36.1659	1,928.85	2,001.18	2,073.51
LT.	27	50,221.09	24.1448	36.2172	1,931.58	2,004.01	2,076.45
LT.	28	50,291.09	24.1784	36.2676	1,934.27	2,006.81	2,079.34
LT.	29+	50,363.09	24.2130	36.3195	1,937.04	2,009.68	2,082.32

EXHIBIT D - 2003 SALARY SCALES
(Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
CAPT.	9	46,872.91	1,405.00	48,277.91	23.2105
CAPT.	10	46,872.91	1,429.00	48,301.91	23.2221
CAPT.	11	46,872.91	1,455.00	48,327.91	23.2346
CAPT.	12	46,872.91	1,480.00	48,352.91	23.2466
CAPT.	13	46,872.91	1,505.00	48,377.91	23.2586
CAPT.	14	46,872.91	2,294.00	49,166.91	23.6379
CAPT.	15	46,872.91	2,335.00	49,207.91	23.6576
CAPT.	16	46,872.91	2,372.00	49,244.91	23.6754
CAPT.	17	46,872.91	2,412.00	49,284.91	23.6947
CAPT.	18	46,872.91	2,451.00	49,323.91	23.7134
CAPT.	19	46,872.91	3,321.00	50,193.91	24.1317
CAPT.	20	46,872.91	3,374.00	50,246.91	24.1572
CAPT.	21	46,872.91	3,428.00	50,300.91	24.1831
CAPT.	22	46,872.91	3,481.00	50,353.91	24.2086
CAPT.	23	46,872.91	3,537.00	50,409.91	24.2355
CAPT.	24	46,872.91	4,490.00	51,362.91	24.6937
CAPT.	25	46,872.91	4,559.00	51,431.91	24.7269
CAPT.	26	46,872.91	4,629.00	51,501.91	24.7605
CAPT.	27	46,872.91	4,700.00	51,572.91	24.7947
CAPT.	28	46,872.91	4,770.00	51,642.91	24.8283
CAPT.	29+	46,872.91	4,842.00	51,714.91	24.8629
B.C.	9	48,630.24	1,405.00	50,035.24	24.0554
B.C.	10	48,630.24	1,429.00	50,059.24	24.0669
B.C.	11	48,630.24	1,455.00	50,085.24	24.0794
B.C.	12	48,630.24	1,480.00	50,110.24	24.0915
B.C.	13	48,630.24	1,505.00	50,135.24	24.1035
B.C.	14	48,630.24	2,294.00	50,924.24	24.4828
B.C.	15	48,630.24	2,335.00	50,965.24	24.5025
B.C.	16	48,630.24	2,372.00	51,002.24	24.5203
B.C.	17	48,630.24	2,412.00	51,042.24	24.5395
B.C.	18	48,630.24	2,451.00	51,081.24	24.5583
B.C.	19	48,630.24	3,321.00	51,951.24	24.9766
B.C.	20	48,630.24	3,374.00	52,004.24	25.0020
B.C.	21	48,630.24	3,428.00	52,058.24	25.0280
B.C.	22	48,630.24	3,481.00	52,111.24	25.0535
B.C.	23	48,630.24	3,537.00	52,167.24	25.0804
B.C.	24	48,630.24	4,490.00	53,120.24	25.5386
B.C.	25	48,630.24	4,559.00	53,189.24	25.5718
B.C.	26	48,630.24	4,629.00	53,259.24	25.6054
B.C.	27	48,630.24	4,700.00	53,330.24	25.6395
B.C.	28	48,630.24	4,770.00	53,400.24	25.6732
B.C.	29+	48,630.24	4,842.00	53,472.24	25.7078

EXHIBIT D - 2003 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from July 2002 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
CAPT.	9	48,277.91	23.2105	34.8158	1,856.84	1,926.47	1,996.10
CAPT.	10	48,301.91	23.2221	34.8332	1,857.77	1,927.44	1,997.10
CAPT.	11	48,327.91	23.2346	34.8519	1,858.77	1,928.47	1,998.18
CAPT.	12	48,352.91	23.2466	34.8699	1,859.73	1,929.47	1,999.21
CAPT.	13	48,377.91	23.2586	34.8879	1,860.69	1,930.47	2,000.24
CAPT.	14	49,166.91	23.6379	35.4569	1,891.03	1,961.94	2,032.86
CAPT.	15	49,207.91	23.6576	35.4864	1,892.61	1,963.58	2,034.56
CAPT.	16	49,244.91	23.6754	35.5131	1,894.03	1,965.06	2,036.08
CAPT.	17	49,284.91	23.6947	35.5421	1,895.58	1,966.66	2,037.75
CAPT.	18	49,323.91	23.7134	35.5701	1,897.07	1,968.21	2,039.35
CAPT.	19	50,193.91	24.1317	36.1976	1,930.54	2,002.94	2,075.33
CAPT.	20	50,246.91	24.1572	36.2358	1,932.58	2,005.05	2,077.52
CAPT.	21	50,300.91	24.1831	36.2747	1,934.65	2,007.20	2,079.75
CAPT.	22	50,353.91	24.2086	36.3129	1,936.69	2,009.32	2,081.94
CAPT.	23	50,409.91	24.2355	36.3533	1,938.84	2,011.55	2,084.25
CAPT.	24	51,362.91	24.6937	37.0406	1,975.50	2,049.58	2,123.66
CAPT.	25	51,431.91	24.7269	37.0904	1,978.15	2,052.33	2,126.51
CAPT.	26	51,501.91	24.7605	37.1408	1,980.84	2,055.12	2,129.40
CAPT.	27	51,572.91	24.7947	37.1921	1,983.58	2,057.96	2,132.35
CAPT.	28	51,642.91	24.8283	37.2425	1,986.26	2,060.75	2,135.23
CAPT.	29+	51,714.91	24.8629	37.2944	1,989.03	2,063.62	2,138.21
B.C.	9	50,035.24	24.0554	36.0831	1,924.43	1,996.60	2,068.76
B.C.	10	50,059.24	24.0669	36.1004	1,925.35	1,997.55	2,069.75
B.C.	11	50,085.24	24.0794	36.1191	1,926.35	1,998.59	2,070.83
B.C.	12	50,110.24	24.0915	36.1373	1,927.32	1,999.59	2,071.87
B.C.	13	50,135.24	24.1035	36.1553	1,928.28	2,000.59	2,072.90
B.C.	14	50,924.24	24.4828	36.7242	1,958.62	2,032.07	2,105.52
B.C.	15	50,965.24	24.5025	36.7538	1,960.20	2,033.71	2,107.22
B.C.	16	51,002.24	24.5203	36.7805	1,961.62	2,035.18	2,108.74
B.C.	17	51,042.24	24.5395	36.8093	1,963.16	2,036.78	2,110.40
B.C.	18	51,081.24	24.5583	36.8375	1,964.66	2,038.34	2,112.01
B.C.	19	51,951.24	24.9766	37.4649	1,998.13	2,073.06	2,147.99
B.C.	20	52,004.24	25.0020	37.5030	2,000.16	2,075.17	2,150.17
B.C.	21	52,058.24	25.0280	37.5420	2,002.24	2,077.32	2,152.41
B.C.	22	52,111.24	25.0535	37.5803	2,004.28	2,079.44	2,154.60
B.C.	23	52,167.24	25.0804	37.6206	2,006.43	2,081.67	2,156.91
B.C.	24	53,120.24	25.5386	38.3079	2,043.09	2,119.71	2,196.32
B.C.	25	53,189.24	25.5718	38.3577	2,045.74	2,122.46	2,199.17
B.C.	26	53,259.24	25.6054	38.4081	2,048.43	2,125.25	2,202.06
B.C.	27	53,330.24	25.6395	38.4593	2,051.16	2,128.08	2,205.00
B.C.	28	53,400.24	25.6732	38.5098	2,053.86	2,130.88	2,207.90
B.C.	29+	53,472.24	25.7078	38.5617	2,056.62	2,133.74	2,210.87

EXHIBIT E - 2004 SALARY SCALES**(Based on 3% increase from 2003 base)**

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
FF1	0-3	40,621.11	0.00	40,621.11	19.5294
FF2	0-3	40,621.11	0.00	40,621.11	19.5294
D/O	0-3	43,405.83	0.00	43,405.83	20.8682
D/O	4	43,405.83	643.00	44,048.83	21.1773
D/O	5	43,405.83	656.00	44,061.83	21.1836
D/O	6	43,405.83	667.00	44,072.83	21.1889
D/O	7	43,405.83	680.00	44,085.83	21.1951
D/O	8	43,405.83	691.00	44,096.83	21.2004
D/O	9	43,405.83	1,405.00	44,810.83	21.5437
D/O	10	43,405.83	1,429.00	44,834.83	21.5552
D/O	11	43,405.83	1,455.00	44,860.83	21.5677
D/O	12	43,405.83	1,480.00	44,885.83	21.5797
D/O	13	43,405.83	1,505.00	44,910.83	21.5917
D/O	14	43,405.83	2,294.00	45,699.83	21.9711
D/O	15	43,405.83	2,335.00	45,740.83	21.9908
D/O	16	43,405.83	2,372.00	45,777.83	22.0086
D/O	17	43,405.83	2,412.00	45,817.83	22.0278
D/O	18	43,405.83	2,451.00	45,856.83	22.0466
D/O	19	43,405.83	3,321.00	46,726.83	22.4648
D/O	20	43,405.83	3,374.00	46,779.83	22.4903
D/O	21	43,405.83	3,428.00	46,833.83	22.5163
D/O	22	43,405.83	3,481.00	46,886.83	22.5417
D/O	23	43,405.83	3,537.00	46,942.83	22.5687
D/O	24	43,405.83	4,490.00	47,895.83	23.0268
D/O	25	43,405.83	4,559.00	47,964.83	23.0600
D/O	26	43,405.83	4,629.00	48,034.83	23.0937
D/O	27	43,405.83	4,700.00	48,105.83	23.1278
D/O	28	43,405.83	4,770.00	48,175.83	23.1615
D/O	29+	43,405.83	4,842.00	48,247.83	23.1961

EXHIBIT E - 2004 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from 2003 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
FF1	0-3	40,621.11	19.5294	29.2941	1,562.35	1,620.94	1,679.53
FF2	0-3	40,621.11	19.5294	29.2941	1,562.35	1,620.94	1,679.53
D/O	0-3	43,405.83	20.8682	31.3023	1,669.46	1,732.06	1,794.67
D/O	4	44,048.83	21.1773	31.7660	1,694.18	1,757.71	1,821.24
D/O	5	44,061.83	21.1836	31.7754	1,694.69	1,758.24	1,821.79
D/O	6	44,072.83	21.1889	31.7834	1,695.11	1,758.68	1,822.24
D/O	7	44,085.83	21.1951	31.7927	1,695.61	1,759.20	1,822.78
D/O	8	44,096.83	21.2004	31.8006	1,696.03	1,759.63	1,823.23
D/O	9	44,810.83	21.5437	32.3156	1,723.50	1,788.13	1,852.76
D/O	10	44,834.83	21.5552	32.3328	1,724.42	1,789.09	1,853.75
D/O	11	44,860.83	21.5677	32.3516	1,725.42	1,790.12	1,854.83
D/O	12	44,885.83	21.5797	32.3696	1,726.38	1,791.12	1,855.86
D/O	13	44,910.83	21.5917	32.3876	1,727.34	1,792.12	1,856.89
D/O	14	45,699.83	21.9711	32.9567	1,757.69	1,823.60	1,889.52
D/O	15	45,740.83	21.9908	32.9862	1,759.26	1,825.23	1,891.20
D/O	16	45,777.83	22.0086	33.0129	1,760.69	1,826.72	1,892.74
D/O	17	45,817.83	22.0278	33.0417	1,762.22	1,828.30	1,894.39
D/O	18	45,856.83	22.0466	33.0699	1,763.73	1,829.87	1,896.01
D/O	19	46,726.83	22.4648	33.6972	1,797.18	1,864.57	1,931.97
D/O	20	46,779.83	22.4903	33.7355	1,799.22	1,866.69	1,934.16
D/O	21	46,833.83	22.5163	33.7745	1,801.30	1,868.85	1,936.40
D/O	22	46,886.83	22.5417	33.8126	1,803.34	1,870.97	1,938.59
D/O	23	46,942.83	22.5687	33.8531	1,805.50	1,873.21	1,940.91
D/O	24	47,895.83	23.0268	34.5402	1,842.14	1,911.22	1,980.30
D/O	25	47,964.83	23.0600	34.5900	1,844.80	1,913.98	1,983.16
D/O	26	48,034.83	23.0937	34.6406	1,847.50	1,916.78	1,986.06
D/O	27	48,105.83	23.1278	34.6917	1,850.22	1,919.60	1,988.99
D/O	28	48,175.83	23.1615	34.7423	1,852.92	1,922.40	1,991.89
D/O	29+	48,247.83	23.1961	34.7942	1,855.69	1,925.28	1,994.87

EXHIBIT E - 2004 SALARY SCALES**(Based on 3% increase from 2003 base)**

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
LT.	4	46,886.72	643.00	47,529.72	22.8508
LT.	5	46,886.72	656.00	47,542.72	22.8571
LT.	6	46,886.72	667.00	47,553.72	22.8624
LT.	7	46,886.72	680.00	47,566.72	22.8686
LT.	8	46,886.72	691.00	47,577.72	22.8739
LT.	9	46,886.72	1,405.00	48,291.72	23.2172
LT.	10	46,886.72	1,429.00	48,315.72	23.2287
LT.	11	46,886.72	1,455.00	48,341.72	23.2412
LT.	12	46,886.72	1,480.00	48,366.72	23.2532
LT.	13	46,886.72	1,505.00	48,391.72	23.2653
LT.	14	46,886.72	2,294.00	49,180.72	23.6446
LT.	15	46,886.72	2,335.00	49,221.72	23.6643
LT.	16	46,886.72	2,372.00	49,258.72	23.6821
LT.	17	46,886.72	2,412.00	49,298.72	23.7013
LT.	18	46,886.72	2,451.00	49,337.72	23.7201
LT.	19	46,886.72	3,321.00	50,207.72	24.1383
LT.	20	46,886.72	3,374.00	50,260.72	24.1638
LT.	21	46,886.72	3,428.00	50,314.72	24.1898
LT.	22	46,886.72	3,481.00	50,367.72	24.2153
LT.	23	46,886.72	3,537.00	50,423.72	24.2422
LT.	24	46,886.72	4,490.00	51,376.72	24.7003
LT.	25	46,886.72	4,559.00	51,445.72	24.7335
LT.	26	46,886.72	4,629.00	51,515.72	24.7672
LT.	27	46,886.72	4,700.00	51,586.72	24.8013
LT.	28	46,886.72	4,770.00	51,656.72	24.8350
LT.	29+	46,886.72	4,842.00	51,728.72	24.8696

EXHIBIT E - 2004 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from 2003 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
LT.	4	47,529.72	22.8508	34.2762	1,828.06	1,896.61	1,965.16
LT.	5	47,542.72	22.8571	34.2857	1,828.57	1,897.14	1,965.71
LT.	6	47,553.72	22.8624	34.2936	1,828.99	1,897.58	1,966.16
LT.	7	47,566.72	22.8686	34.3029	1,829.49	1,898.10	1,966.70
LT.	8	47,577.72	22.8739	34.3109	1,829.91	1,898.53	1,967.15
LT.	9	48,291.72	23.2172	34.8258	1,857.38	1,927.03	1,996.68
LT.	10	48,315.72	23.2287	34.8431	1,858.30	1,927.99	1,997.67
LT.	11	48,341.72	23.2412	34.8618	1,859.30	1,929.02	1,998.75
LT.	12	48,366.72	23.2532	34.8798	1,860.26	1,930.02	1,999.78
LT.	13	48,391.72	23.2653	34.8980	1,861.22	1,931.02	2,000.81
LT.	14	49,180.72	23.6446	35.4669	1,891.57	1,962.50	2,033.44
LT.	15	49,221.72	23.6643	35.4965	1,893.14	1,964.13	2,035.13
LT.	16	49,258.72	23.6821	35.5232	1,894.57	1,965.62	2,036.66
LT.	17	49,298.72	23.7013	35.5520	1,896.10	1,967.20	2,038.31
LT.	18	49,337.72	23.7201	35.5802	1,897.61	1,968.77	2,039.93
LT.	19	50,207.72	24.1383	36.2075	1,931.06	2,003.48	2,075.89
LT.	20	50,260.72	24.1638	36.2457	1,933.10	2,005.59	2,078.08
LT.	21	50,314.72	24.1898	36.2847	1,935.18	2,007.75	2,080.32
LT.	22	50,367.72	24.2153	36.3230	1,937.22	2,009.87	2,082.51
LT.	23	50,423.72	24.2422	36.3633	1,939.38	2,012.11	2,084.83
LT.	24	51,376.72	24.7003	37.0505	1,976.02	2,050.12	2,124.22
LT.	25	51,445.72	24.7335	37.1003	1,978.68	2,052.88	2,127.08
LT.	26	51,515.72	24.7672	37.1508	1,981.38	2,055.68	2,129.98
LT.	27	51,586.72	24.8013	37.2020	1,984.10	2,058.50	2,132.91
LT.	28	51,656.72	24.8350	37.2525	1,986.80	2,061.31	2,135.81
LT.	29+	51,728.72	24.8696	37.3044	1,989.57	2,064.18	2,138.79

EXHIBIT E - 2004 SALARY SCALES

(Based on 3% increase from 2003 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
CAPT.	9	48,279.10	1,405.00	49,684.10	23.8866
CAPT.	10	48,279.10	1,429.00	49,708.10	23.8981
CAPT.	11	48,279.10	1,455.00	49,734.10	23.9106
CAPT.	12	48,279.10	1,480.00	49,759.10	23.9226
CAPT.	13	48,279.10	1,505.00	49,784.10	23.9347
CAPT.	14	48,279.10	2,294.00	50,573.10	24.3140
CAPT.	15	48,279.10	2,335.00	50,614.10	24.3337
CAPT.	16	48,279.10	2,372.00	50,651.10	24.3515
CAPT.	17	48,279.10	2,412.00	50,691.10	24.3707
CAPT.	18	48,279.10	2,451.00	50,730.10	24.3895
CAPT.	19	48,279.10	3,321.00	51,600.10	24.8077
CAPT.	20	48,279.10	3,374.00	51,653.10	24.8332
CAPT.	21	48,279.10	3,428.00	51,707.10	24.8592
CAPT.	22	48,279.10	3,481.00	51,760.10	24.8847
CAPT.	23	48,279.10	3,537.00	51,816.10	24.9116
CAPT.	24	48,279.10	4,490.00	52,769.10	25.3698
CAPT.	25	48,279.10	4,559.00	52,838.10	25.4029
CAPT.	26	48,279.10	4,629.00	52,908.10	25.4366
CAPT.	27	48,279.10	4,700.00	52,979.10	25.4707
CAPT.	28	48,279.10	4,770.00	53,049.10	25.5044
CAPT.	29+	48,279.10	4,842.00	53,121.10	25.5390
B.C.	9	50,089.15	1,405.00	51,494.15	24.7568
B.C.	10	50,089.15	1,429.00	51,518.15	24.7683
B.C.	11	50,089.15	1,455.00	51,544.15	24.7808
B.C.	12	50,089.15	1,480.00	51,569.15	24.7929
B.C.	13	50,089.15	1,505.00	51,594.15	24.8049
B.C.	14	50,089.15	2,294.00	52,383.15	25.1842
B.C.	15	50,089.15	2,335.00	52,424.15	25.2039
B.C.	16	50,089.15	2,372.00	52,461.15	25.2217
B.C.	17	50,089.15	2,412.00	52,501.15	25.2409
B.C.	18	50,089.15	2,451.00	52,540.15	25.2597
B.C.	19	50,089.15	3,321.00	53,410.15	25.6780
B.C.	20	50,089.15	3,374.00	53,463.15	25.7034
B.C.	21	50,089.15	3,428.00	53,517.15	25.7294
B.C.	22	50,089.15	3,481.00	53,570.15	25.7549
B.C.	23	50,089.15	3,537.00	53,626.15	25.7818
B.C.	24	50,089.15	4,490.00	54,579.15	26.2400
B.C.	25	50,089.15	4,559.00	54,648.15	26.2731
B.C.	26	50,089.15	4,629.00	54,718.15	26.3068
B.C.	27	50,089.15	4,700.00	54,789.15	26.3409
B.C.	28	50,089.15	4,770.00	54,859.15	26.3746
B.C.	29+	50,089.15	4,842.00	54,931.15	26.4092

EXHIBIT E - 2004 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from 2003 base)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
CAPT.	9	49,684.10	23.8866	35.8299	1,910.93	1,982.59	2,054.25
CAPT.	10	49,708.10	23.8981	35.8472	1,911.85	1,983.54	2,055.24
CAPT.	11	49,734.10	23.9106	35.8659	1,912.85	1,984.58	2,056.31
CAPT.	12	49,759.10	23.9226	35.8839	1,913.81	1,985.58	2,057.35
CAPT.	13	49,784.10	23.9347	35.9021	1,914.78	1,986.58	2,058.39
CAPT.	14	50,573.10	24.3140	36.4710	1,945.12	2,018.06	2,091.00
CAPT.	15	50,614.10	24.3337	36.5006	1,946.70	2,019.70	2,092.70
CAPT.	16	50,651.10	24.3515	36.5273	1,948.12	2,021.17	2,094.23
CAPT.	17	50,691.10	24.3707	36.5561	1,949.66	2,022.77	2,095.88
CAPT.	18	50,730.10	24.3895	36.5843	1,951.16	2,024.33	2,097.50
CAPT.	19	51,600.10	24.8077	37.2116	1,984.62	2,059.04	2,133.47
CAPT.	20	51,653.10	24.8332	37.2498	1,986.66	2,061.16	2,135.66
CAPT.	21	51,707.10	24.8592	37.2888	1,988.74	2,063.32	2,137.90
CAPT.	22	51,760.10	24.8847	37.3271	1,990.78	2,065.43	2,140.09
CAPT.	23	51,816.10	24.9116	37.3674	1,992.93	2,067.66	2,142.40
CAPT.	24	52,769.10	25.3698	38.0547	2,029.58	2,105.69	2,181.80
CAPT.	25	52,838.10	25.4029	38.1044	2,032.23	2,108.44	2,184.65
CAPT.	26	52,908.10	25.4366	38.1549	2,034.93	2,111.24	2,187.55
CAPT.	27	52,979.10	25.4707	38.2061	2,037.66	2,114.07	2,190.48
CAPT.	28	53,049.10	25.5044	38.2566	2,040.35	2,116.86	2,193.38
CAPT.	29+	53,121.10	25.5390	38.3085	2,043.12	2,119.74	2,196.35
B.C.	9	51,494.15	24.7568	37.1352	1,980.54	2,054.81	2,129.08
B.C.	10	51,518.15	24.7683	37.1525	1,981.46	2,055.77	2,130.07
B.C.	11	51,544.15	24.7808	37.1712	1,982.46	2,056.80	2,131.14
B.C.	12	51,569.15	24.7929	37.1894	1,983.43	2,057.81	2,132.19
B.C.	13	51,594.15	24.8049	37.2074	1,984.39	2,058.80	2,133.22
B.C.	14	52,383.15	25.1842	37.7763	2,014.74	2,090.29	2,165.85
B.C.	15	52,424.15	25.2039	37.8059	2,016.31	2,091.92	2,167.53
B.C.	16	52,461.15	25.2217	37.8326	2,017.74	2,093.41	2,169.07
B.C.	17	52,501.15	25.2409	37.8614	2,019.27	2,094.99	2,170.72
B.C.	18	52,540.15	25.2597	37.8896	2,020.78	2,096.56	2,172.34
B.C.	19	53,410.15	25.6780	38.5170	2,054.24	2,131.27	2,208.31
B.C.	20	53,463.15	25.7034	38.5551	2,056.27	2,133.38	2,210.49
B.C.	21	53,517.15	25.7294	38.5941	2,058.35	2,135.54	2,212.73
B.C.	22	53,570.15	25.7549	38.6324	2,060.39	2,137.65	2,214.92
B.C.	23	53,626.15	25.7818	38.6727	2,062.54	2,139.89	2,217.23
B.C.	24	54,579.15	26.2400	39.3600	2,099.20	2,177.92	2,256.64
B.C.	25	54,648.15	26.2731	39.4097	2,101.85	2,180.67	2,259.49
B.C.	26	54,718.15	26.3068	39.4602	2,104.54	2,183.46	2,262.38
B.C.	27	54,789.15	26.3409	39.5114	2,107.27	2,186.29	2,265.32
B.C.	28	54,859.15	26.3746	39.5619	2,109.97	2,189.09	2,268.22
B.C.	29+	54,931.15	26.4092	39.6138	2,112.74	2,191.97	2,271.20

EXHIBIT F - 2005 SALARY SCALES

(Based on 3% increase from 2004 base and change in longevity to 1% of salary beginning in year 4 up to a maximum of 13%)

<u>Rank</u>	<u>Years of Service</u>	<u>Base</u>	<u>Longevity</u>	<u>Salary</u>	<u>Hourly Rate</u>
FF1	0-3	41,839.74	0.00	41,839.74	20.1153
FF2	0-3	41,839.74	0.00	41,839.74	20.1153
D/O	0-3	44,708.00	0.00	44,708.00	21.4942
D/O	4	44,708.00	447.08	45,155.08	21.7092
D/O	5	44,708.00	894.16	45,602.16	21.9241
D/O	6	44,708.00	1,341.24	46,049.24	22.1391
D/O	7	44,708.00	1,788.32	46,496.32	22.3540
D/O	8	44,708.00	2,235.40	46,943.40	22.5689
D/O	9	44,708.00	2,682.48	47,390.48	22.7839
D/O	10	44,708.00	3,129.56	47,837.56	22.9988
D/O	11	44,708.00	3,576.64	48,284.64	23.2138
D/O	12	44,708.00	4,023.72	48,731.72	23.4287
D/O	13	44,708.00	4,470.80	49,178.80	23.6437
D/O	14	44,708.00	4,917.88	49,625.88	23.8586
D/O	15	44,708.00	5,364.96	50,072.96	24.0735
D/O	16+	44,708.00	5,812.04	50,520.04	24.2885
LT.	4	48,293.32	482.93	48,776.25	23.4501
LT.	5	48,293.32	965.87	49,259.19	23.6823
LT.	6	48,293.32	1,448.80	49,742.12	23.9145
LT.	7	48,293.32	1,931.73	50,225.05	24.1467
LT.	8	48,293.32	2,414.67	50,707.99	24.3788
LT.	9	48,293.32	2,897.60	51,190.92	24.6110
LT.	10	48,293.32	3,380.53	51,673.85	24.8432
LT.	11	48,293.32	3,863.47	52,156.79	25.0754
LT.	12	48,293.32	4,346.40	52,639.72	25.3076
LT.	13	48,293.32	4,829.33	53,122.65	25.5397
LT.	14	48,293.32	5,312.27	53,605.59	25.7719
LT.	15	48,293.32	5,795.20	54,088.52	26.0041
LT.	16+	48,293.32	6,278.13	54,571.45	26.2363
CAPT.	9	49,727.47	2,983.65	52,711.12	25.3419
CAPT.	10	49,727.47	3,480.92	53,208.39	25.5810
CAPT.	11	49,727.47	3,978.20	53,705.67	25.8200
CAPT.	12	49,727.47	4,475.47	54,202.94	26.0591
CAPT.	13	49,727.47	4,972.75	54,700.22	26.2982
CAPT.	14	49,727.47	5,470.02	55,197.49	26.5373
CAPT.	15	49,727.47	5,967.30	55,694.77	26.7763
CAPT.	16+	49,727.47	6,464.57	56,192.04	27.0154
B.C.	9	51,591.82	3,095.51	54,687.33	26.2920
B.C.	10	51,591.82	3,611.43	55,203.25	26.5400
B.C.	11	51,591.82	4,127.35	55,719.17	26.7881
B.C.	12	51,591.82	4,643.26	56,235.08	27.0361
B.C.	13	51,591.82	5,159.18	56,751.00	27.2841
B.C.	14	51,591.82	5,675.10	57,266.92	27.5322
B.C.	15	51,591.82	6,191.02	57,782.84	27.7802
B.C.	16+	51,591.82	6,706.94	58,298.76	28.0283

EXHIBIT F - 2005 HOURLY/PREMIUM TIME SCALES

(Based on 3% increase from 2004 base and change in longevity to 1% of salary beginning in year 4 up to a maximum of 13%)

<u>Rank</u>	<u>Years of Service</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>P.T. Rate</u>	<u>Biweekly</u>	<u>1 Week P.T.</u>	<u>2 Week P.T.</u>
FF1	0-3	41,839.74	20.1153	30.1730	1,609.22	1,669.57	1,729.91
FF2	0-3	41,839.74	20.1153	30.1730	1,609.22	1,669.57	1,729.91
D/O	0-3	44,708.00	21.4942	32.2413	1,719.54	1,784.02	1,848.51
D/O	4	45,155.08	21.7092	32.5638	1,736.74	1,801.87	1,867.00
D/O	5	45,602.16	21.9241	32.8862	1,753.93	1,819.70	1,885.47
D/O	6	46,049.24	22.1391	33.2087	1,771.13	1,837.55	1,903.96
D/O	7	46,496.32	22.3540	33.5310	1,788.32	1,855.38	1,922.44
D/O	8	46,943.40	22.5689	33.8534	1,805.51	1,873.22	1,940.92
D/O	9	47,390.48	22.7839	34.1759	1,822.71	1,891.06	1,959.41
D/O	10	47,837.56	22.9988	34.4982	1,839.90	1,908.90	1,977.89
D/O	11	48,284.64	23.2138	34.8207	1,857.10	1,926.74	1,996.38
D/O	12	48,731.72	23.4287	35.1431	1,874.30	1,944.59	2,014.87
D/O	13	49,178.80	23.6437	35.4656	1,891.50	1,962.43	2,033.36
D/O	14	49,625.88	23.8586	35.7879	1,908.69	1,980.27	2,051.84
D/O	15	50,072.96	24.0735	36.1103	1,925.88	1,998.10	2,070.32
D/O	16+	50,520.04	24.2885	36.4328	1,943.08	2,015.95	2,088.81
LT.	4	48,776.25	23.4501	35.1752	1,876.01	1,946.36	2,016.71
LT.	5	49,259.19	23.6823	35.5235	1,894.58	1,965.63	2,036.67
LT.	6	49,742.12	23.9145	35.8718	1,913.16	1,984.90	2,056.65
LT.	7	50,225.05	24.1467	36.2201	1,931.74	2,004.18	2,076.62
LT.	8	50,707.99	24.3788	36.5682	1,950.30	2,023.44	2,096.57
LT.	9	51,190.92	24.6110	36.9165	1,968.88	2,042.71	2,116.55
LT.	10	51,673.85	24.8432	37.2648	1,987.46	2,061.99	2,136.52
LT.	11	52,156.79	25.0754	37.6131	2,006.03	2,081.26	2,156.48
LT.	12	52,639.72	25.3076	37.9614	2,024.61	2,100.53	2,176.46
LT.	13	53,122.65	25.5397	38.3096	2,043.18	2,119.80	2,196.42
LT.	14	53,605.59	25.7719	38.6579	2,061.75	2,139.07	2,216.38
LT.	15	54,088.52	26.0041	39.0062	2,080.33	2,158.34	2,236.35
LT.	16+	54,571.45	26.2363	39.3545	2,098.90	2,177.61	2,256.32
CAPT.	9	52,711.12	25.3419	38.0129	2,027.35	2,103.38	2,179.40
CAPT.	10	53,208.39	25.5810	38.3715	2,046.48	2,123.22	2,199.97
CAPT.	11	53,705.67	25.8200	38.7300	2,065.60	2,143.06	2,220.52
CAPT.	12	54,202.94	26.0591	39.0887	2,084.73	2,162.91	2,241.08
CAPT.	13	54,700.22	26.2982	39.4473	2,103.86	2,182.75	2,261.65
CAPT.	14	55,197.49	26.5373	39.8060	2,122.98	2,202.59	2,282.20
CAPT.	15	55,694.77	26.7763	40.1645	2,142.10	2,222.43	2,302.76
CAPT.	16+	56,192.04	27.0154	40.5231	2,161.23	2,242.28	2,323.32
B.C.	9	54,687.33	26.2920	39.4380	2,103.36	2,182.24	2,261.11
B.C.	10	55,203.25	26.5400	39.8100	2,123.20	2,202.82	2,282.44
B.C.	11	55,719.17	26.7881	40.1822	2,143.05	2,223.41	2,303.78
B.C.	12	56,235.08	27.0361	40.5542	2,162.89	2,244.00	2,325.11
B.C.	13	56,751.00	27.2841	40.9262	2,182.73	2,264.58	2,346.43
B.C.	14	57,266.92	27.5322	41.2983	2,202.58	2,285.18	2,367.77
B.C.	15	57,782.84	27.7802	41.6703	2,222.42	2,305.76	2,389.10
B.C.	16+	58,298.76	28.0283	42.0425	2,242.26	2,326.35	2,410.43

EXHIBIT B

CITY OF HARRISBURG – BUREAU OF FIRE DRUG AND ALCOHOL POLICY

1.0 POLICY

- 1.1 It is the policy of the City of Harrisburg, its Department of Public Safety, and its Bureau of Fire (collectively referred to herein as the "City") to operate and maintain its facilities in a safe and efficient manner and to provide a safe work environment for its employees as well as the residents of the City. It is our philosophy that the use, misuse or abuse of controlled substances and/or alcohol poses a threat to the safety of our employees and the community. While it is the policy of the City to provide our employees with opportunities for rehabilitative assistance, when required, so that they may retain their employment relationship, the City follows the Drug Free Workplace Act of 1988.

2.0 SCOPE AND PURPOSE

- 2.1 The purpose of this Drug and Alcohol Policy (the "Policy") is to set forth standards and procedures that are necessary to ensure compliance with our policy of operating in a safe, healthy and productive environment, to ensure the reputation of the City and its employees as credible and trustworthy, to reduce the incidence of accidental injuries, and to reduce absenteeism, tardiness, and poor performance.
- 2.2 This Policy shall apply to all employees of the Harrisburg Bureau of Fire.

3.0 PROHIBITED ACTIVITIES

- 3.1 The following are prohibited activities:
 - 3.1.1 The use, possession, manufacture, distribution, dispensation, or sale of unauthorized controlled substances, illegal drugs, or drug paraphernalia at any time, whether on or off of City Property.
 - 3.1.2 Knowingly storing alcoholic beverages, illegal drugs, drug paraphernalia, or any other controlled substance (the use of which is unauthorized) in a locker, desk, City vehicle, or other repository on any City Property at any time.

- 3.1.3 Being under the influence of alcohol or having the presence in any detectable amount of any unauthorized controlled substance or illegal drug in the employee's system while on City Property or business, in City supplied vehicles, or during working hours, regardless of whether the substances were consumed or used during working or non-working hours, including lunch periods. The term "under the influence of alcohol", as used herein, means a blood alcohol concentration equal to or greater than 0.08%.
- 3.1.4 Conviction under any federal or state statute pertaining to the possession, use, manufacture, transfer or sale of any controlled substance or illegal drug.
- 3.1.5 Failure to notify the City of any arrest or conviction under any criminal drug statute pertaining to the possession, use, manufacture, transfer or sale of any controlled substance or illegal drug within five (5) days of the arrest or conviction.
- 3.1.6 Refusal to submit to a drug or alcohol test when required to do so or failing to cooperate in the performance of such a test.
- 3.1.7 Switching, altering, or otherwise tampering with any urine, blood, or other sample submitted for drug or alcohol testing.
- 3.1.8 Refusing to complete a medical questionnaire and laboratory consent form prior to testing.
- 3.1.9 Refusal to complete a toxicology chain of custody form after submission of a urine or blood specimen.
- 3.1.10 Testing positive on a drug or alcohol test.
- 3.2 The violation of any of the provisions set forth in Section 3.1 is grounds for discipline, up to and including discharge, as set forth herein.

4.0 DEFINITIONS

- 4.1 Alcohol - The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols, including methyl and isopropyl alcohol.

- 4.2 City Property – Any equipment, building, vehicle, land, or other property of any kind owned, leased, or occupied by the City.
- 4.3 Controlled Substances - Any form of narcotics, depressants, stimulants, hallucinogens, or any other unlawful or prescribed drugs, including any substance, the use, possession, or transfer of which is restricted or prohibited by any federal, state, or local law (except the possession or use of drugs prescribed by licensed medical practitioners and used in accordance with their instructions). The following is a non-exhaustive list of specific substances covered by this definition:
- | | |
|---------------|---|
| Cannabis | (Marijuana, Hashish, Hashish oil, etc.) |
| Stimulants | (Amphetamines, Cocaine, Crack, etc.) |
| Depressants | (Barbiturates, Quaaludes, Valium, etc.) |
| Narcotics | (Morphine, Heroin, Opium, Dilaudid, etc.) |
| Hallucinogens | (LSD, PCP, Mescaline, Peyote, "designer drugs", etc.) |
- 4.4 Conviction – An unvacated adjudication of guilt or a determination that a person has violated or failed to comply with the law in a court of original jurisdiction or by an authorized administrative tribunal, an unvacated forfeiture of bail or collateral deposited to secure the person's appearance in court, a plea of guilty or nolo contendere accepted by the court, the payment of a fine or court cost, or violation of a condition of release without bail, regardless of whether or not the penalty is rebated, suspended, or probated.
- 4.5 Medical Authorization - A prescription or other writing from a licensed physician or dentist for the use of a controlled substance in the course of medical treatment, including the use of Methadone in a certified drug program.
- 4.6 Medical Review Officer ("MRO") – A licensed physician (medical doctor or doctor of osteopathy) responsible for receiving laboratory results generated under the terms of this Policy who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate an individual's confirmed positive test result together with his or her medical history and other relevant biomedical information.
- 4.7 Substance abuse professional – a licensed physician (medical doctor or doctor of osteopathy); or a licensed or certified psychologist, social worker, or employee assistance professional; or an addiction counselor (certified by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission or by the International Certification Reciprocity Consortium/Alcohol & Other

Drug Abuse), all of which must have knowledge of and clinical experience in the diagnosis and treatment of alcohol and controlled substances-related disorders.

5.0 REPORTING

- 5.1 Any employee voluntarily reporting his/her abuse of controlled substances and/or alcohol may be temporarily placed on a leave of absence for participation in an in-patient or other appropriate rehabilitation program. The employee may use earned leave to cover his/her period of absence for participation in a rehabilitation program. Employees who do not have earned leave will be permitted to anticipate 40 days of sick leave in accordance with Article 23, Section 3 of the labor contract. An employee who voluntarily makes such a report will not suffer disciplinary action as a result, if the employee successfully completes rehabilitation, and is restored to active service. If the employee successfully completes rehabilitation, he will be restored to active service. Notwithstanding the foregoing, an employee who has previously violated this Policy, and thereafter voluntarily reports a subsequent violation of this Policy may be subject to discipline, up to and including discharge from employment, irrespective of the fact that the violation was voluntarily reported by the employee.

6.0 GROUNDS FOR TESTING

- 6.1 Employees of the City of Harrisburg Bureau of Fire shall submit to controlled substance and/or alcohol testing under the following circumstances:
- 6.1.1 Upon returning to duty following a leave of absence which occurred as a result of conduct prohibited by this Policy;
 - 6.1.2 Where there is reasonable suspicion that a violation of this Policy may have contributed to an employee's workplace injury, unusual behavior, attendance record, or job performance;
 - 6.1.3 Where there is reasonable suspicion that an employee is under the influence of alcohol or has the presence in any detectable amount of any unauthorized controlled substance in the employee's system;
 - 6.1.4 Where an employee has been involved in an on the job accident and has been cited by a police officer at the scene.

6.1.5 Where an employee has been involved in an on the job accident which renders a vehicle inoperable and there is a reasonable suspicion of drug or alcohol use.

6.1.6 Where an employee has been involved in an on the job accident which results in the employee or another person being referred to and/or having to undergo treatment by a medical practitioner and there is a reasonable suspicion of drug or alcohol use.

6.2 An employee who has successfully completed rehabilitation after violation of this Policy will be subject to random testing for one year.

7.0 TESTING PROCEDURES

7.1 Travel to Testing Site

7.1.1 In reasonable suspicion testing, post-accident testing, and random testing after rehabilitation, transportation to the testing site will be provided for or arranged by the City. Following specimen acquisition and/or completion of an evidential breath test giving a "positive" result, the employee will be offered transportation home and such offer will be witnessed and documented.

7.1.2 In return-to-duty circumstances, the employee will report directly to the testing location.

7.2 **Type of Test** Testing may include urinalysis or blood test for controlled substances and evidential or non-evidential breath test or blood test for alcohol. The collection and testing of specimens will be undertaken in accordance with the procedures established for Transportation Workplace Drug and Alcohol Testing Programs, 49 CFR §40.1 *et seq.* The laboratory performing blood or urinalysis screening will be approved by the Department of Health and Human Services.

7.3 **Chain of Custody/Laboratory Certification** The laboratory shall comply with applicable provisions of state and federal licensure requirements and be certified by DHHS/SAMHSA[NIDA] (Department of Health and Human Services/Substance Abuse and Mental Health Services Administration [National Institute on Drug Abuse]).

7.3.1 The laboratory shall inspect all specimens before testing to verify that the proper chain-of-custody documentation has accompanied each specimen and that no post-collection tampering has occurred.

7.3.2 The laboratory shall maintain the submitted laboratory copies of the external chain-of-custody document and all internal chain-of-custody documents used during all testing. The laboratory shall ensure that access to the laboratory and specimens is limited to authorized personnel.

7.4 Permitted Use of Controlled Substances: The employee should advise the Medical Review Officer ("MRO") of the use of any prescription or non-prescription medications taken within 30 days of the date of testing, and shall, if required, provide evidence that a prescription medication has been lawfully prescribed by a licensed medical practitioner. The listing of prescription and non-prescription drugs is not required and is only for the use of the employee as a "memory jogger". If an employee is taking a prescription or non-prescription medication in the manner authorized by the prescribing licensed medical practitioner, and has satisfactorily documented such intake, a positive test result may be reported to the City as negative, if the MRO determines that the positive result is due to the use of prescription or non-prescription drugs. Use of medications by an employee that are prescribed for another individual shall be considered to be illegally used and will subject the employee to discipline as set forth herein.

7.5 Consent Form - The employee shall complete a laboratory consent form for drug and alcohol testing.

7.6 Screen Test - In drug testing, all specimens will be initially tested (screened) for the following five drugs or their metabolites using immunoassay procedures. Initial drug tests (screens) will be considered negative if the reported levels are less than those specified below. Initial drug tests (screens) indicating a level equal to or greater than those specified below will be subject to confirmatory testing. In alcohol testing, an analytic procedure will be used to determine whether an employee has a prohibited concentration of alcohol in a breath specimen.

<u>Drug/Drug Metabolite</u>	<u>Maximum Acceptable Cutoff in Nanograms/Milliliters</u>
Marijuana metabolites	50
Cocaine metabolites	300
Opiate metabolites	300
Phencyclidine (PCP)	25
Amphetamines	1000

- 7.7 **Confirmatory Testing** - Confirmatory drug testing will be conducted using gas chromatography/mass spectrometry (GC/MS). Confirmatory drug test results will be reported as negative if the GC/MS indicates a result at a level less than the cutoff levels specified below. Any confirmatory drug test resulting in a level equal to or greater than the cutoff levels listed below will be reported as positive. In alcohol testing, a second test that provides quantitative data of alcohol concentration equal to or greater than 0.08% will be reported as positive.

<u>Drug/Drug Metabolite</u>	<u>Maximum Acceptable Cutoff in Nanograms/Milliliters</u>
Marijuana metabolites	15
Cocaine metabolites	150
Opiates	
Morphine	300
Codeine	300
Phencyclidine (PCP)	25
Amphetamines	
Amphetamine	500
Methamphetamine	500

- 7.8 A test result determined to be positive under the above criteria may be regarded as negative if the drug or metabolite detected results solely from the individual's consumption of prescribed or over-the-counter medication in accordance with a physician's instructions as determined by the MRO.
- 7.9 Testing for alcohol whether measured by an evidential breath test or by blood alcohol tests will be considered positive if the blood alcohol level measures 0.08% or greater.
- 7.10 Only test results verified as positive by the MRO will be reported to the City and to the employee; all other test results will be reported as negative. All records of tests and test results will be handled on behalf of the City only by the Bureau of Human Resources. Such information will be maintained by the City on a confidential basis and will not be released to a third party without the employee's written authorization.

8.0 DISCIPLINARY ACTION

- 8.1 Refusal to submit to drug and alcohol testing as provided herein will result in disciplinary action up to and including discharge. The term "refusal to submit" includes an employee's (a) failure to provide adequate breath for testing without a valid medical explanation after

the employee has received notice of the requirement of breath testing under this Policy; (b) failure to provide adequate urine or blood for controlled substances testing without a valid medical explanation after the employee has received notice of the requirement of urine or blood testing under this Policy; or (c) any conduct by a Firefighter designed or intended to thwart a drug test. Employees dismissed as a result of such refusal to submit will not be eligible for restoration to active employment.

- 8.2 Any employee who has been reported by the MRO as testing positive for controlled substances and/or alcohol will be subject to disciplinary action in accordance with the following guidelines:

8.2.1 First Offense

- 8.2.1.1 An employee who tests positive for controlled substances and/or alcohol will be placed on an unpaid leave of absence until certified to return to work by a substance abuse professional. If the employee participates in a rehabilitation program (s)he may use earned leave to cover his/her period of absence for participation in the rehabilitation program.
- 8.2.1.2 Except where extenuating circumstances exist, the employee will be referred to a substance abuse professional for completion of a counseling (rehabilitation) program as set forth in Section 8.1 – 9.6 herein. The employee is responsible for reporting as scheduled and complying with the directions of the substance abuse professional; failure to do so will be considered a second offense.
- 8.2.1.3 The employee will sign a conditional letter of employment which provides that a future positive drug or alcohol test result will result in discharge from employment.

8.2.2 Second Offense

8.2.2.2 The employee will be discharged from employment and will not be eligible for restoration to active employment.

8.2.2.3 The employee will be provided with the name of a substance abuse professional.

8.2.3 The City reserves the right to impose stricter or more lenient disciplinary measures depending upon the totality of the employee's conduct and the circumstances involved.

8.3 If an employee has been restored to active employment following rehabilitation, and thereafter tests positive for controlled substances and/or alcohol, such employee shall be dismissed from employment unless there are extenuating circumstances. Any such employee will not be eligible for restoration to active employment.

REHABILITATION

9.1 In order to create a drug and alcohol-free work environment and to ensure a safe and productive work place, the City will, except in extenuating circumstances, provide to each employee confirmed as testing positive, a one-time opportunity to undergo appropriate initial and follow-up counseling (rehabilitation) with a substance abuse professional selected by the City. Such counseling will also be made available to any employee who may voluntarily wish to participate in such counseling. Costs of any treatment, as prescribed by the providing substance abuse professional, will, however, be the responsibility of the employee, unless covered under the City's health insurance plan.

9.2 An employee desiring to obtain counseling or treatment in a program or with a substance abuse professional other than one selected by the City, must obtain prior approval to use such treatment program or substance abuse professional. Treatment rendered thereunder must be reviewed and approved by the City prior to a recommendation of restoration to duty.

9.3 Any employee who is referred for counseling upon a confirmed positive test under this Policy will be required to execute a conditional letter of employment which provides, among other things, that a subsequent confirmed positive test will result in immediate dismissal of the employee from employment.

- 9.4 Any employee referred to counseling must comply in all respects with all reasonable directions and program requirements of the substance abuse professional, or such employee will not be permitted to return to work.
- 9.5 When an employee is referred to counseling and the counselor reports that the employee has not met the requirements of the rehabilitation program prescribed or has failed to cooperate, the employee may be subject to discipline up to and including discharge.
- 9.6 An employee who has been referred for counseling and subsequent treatment will be restored to active duty only if such employee has successfully completed the counseling (rehabilitation) program.

10.0 RIGHT OF UNION PARTICIPATION

- 10.1 The Union may, upon request, inspect and observe any aspect of the drug testing program under this Policy with the exception of individual test results. The Union may inspect the results of individual test results only if the employee tested consents, in writing, to the release of such information to the Union. Notwithstanding anything herein to the contrary, upon the release of such information to the Union, the City will be held harmless for any violation of an employee's rights as a result of the release or other use of such information by the Union.

11.0 UNION HELD HARMLESS

- 11.1 This drug testing program is solely initiated at the behest of the employer. The Fire Bureau shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this collective bargaining agreement relating to drug testing. The Union shall be held harmless for the violation of any worker rights arising from the administration of the drug testing program.

12.0 INFORMING EMPLOYEES ABOUT DRUG TESTING

- 12.1 All employees will be fully informed of the Fire Bureau's drug testing policy before testing is administered. Employees will be provided with information concerning the impact of the use of drugs on job performance. In addition, the employer shall inform the employees of how the tests are conducted when the tests will be conducted, and the consequences of testing positive for drug use. All newly hired employees will be provided with this information on their initial date of hire. No employee shall be tested until this information is provided to him.

13.0 CONFLICT WITH OTHER LAWS

- 13.1** This policy is in no way intended to supersede or waive an employee's federal or state constitutional rights.

Controlled/Illegal Substances	Harrisburg Bureau of Fire Administrative Policy #000.00 January 1, 2002
Scope This policy is applicable to all members of the Harrisburg Bureau of Fire and any person on the premises of Bureau of Fire property, including volunteer firefighters.	
Purpose This policy is intended to reinforce Article 2.31 (K), of the Harrisburg Bureau of Fire Rules and Regulations, and the Drug and Alcohol Policy contained in the current Labor Agreement. All Bureau members, as well as volunteer firefighters, are encouraged to fully read and understand both of these documents as they are applicable to all. In addition, this policy provides guidance for Bureau members finding suspect controlled substances in and/or around Bureau of Fire Stations, workplaces or vehicles.	
Policy The Fire Bureau maintains a "zero tolerance" policy on the manufacture, possession, use, sale or distribution of illegal drugs while on duty, or on city property, or when off-duty. The Fire Bureau does afford its paid members the opportunity to seek counseling for any drug dependency problems. The Bureau of Fire cannot and does not allow any member or volunteer associated with the City's firefighting or fire safety activities to be under the influence of any illegal drug, narcotic, or alcohol. Such is a hazard to the individual member or volunteer and to others engaged in firefighting and fire safety activities, and represents a hazard to the general public they serve.	
Suspected Illegal Drugs While it is understood that some of the Fire Bureau stations are located in areas where the incidence of drug use and sales has occurred, and that, at times, drug paraphernalia may be found in and around stations for this reason, members must still report to their superior officer any instance when any amount of a suspected illegal drug is found. The suspect material must be secured, and the information immediately passed on through the Chain of Command to the Platoon Commander. The Platoon Commander shall notify the Harrisburg Bureau of Police, and request an officer to respond to the station to investigate. In addition, the Platoon Commander shall notify Headquarters, if during normal duty hours, or notify the Duty Officer who will in turn immediately start an investigation.	

NOTES

[illegible]